

International Association of Applied Psychology (IAAP)

Division 1. Work and Organizational
Psychology

Newsletter # 2

December 2009



**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 IAAP Division 1 members,

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

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

Editor:

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

Kyiv, December 2009

TABLE OF CONTENTS

Editorial

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

2. IAAP Division 1 at the 27th International Congress of Applied Psychology (July 11 - 16, 2010, Melbourne, Australia).

3. International Association of Applied Psychology (IAAP): Activities at the United Nations (2006-2009)

4. An International Collaborative Experience for Masters Students in WOP-P and I/O Psychology

5. Reports from Division Activities

- 5.1. Work and Organizational Psychology problems and challenges in Poland and Ukraine Polish-Ukrainian Workshop (September, 24-27, 2009, Katowice, Poland)
- 5.2. 1st Iberoamerican Symposium of Work and Organizational Psychology
- 5.3 Baltic Area Alliance Meeting
- 5.4. 8th International Conference on Occupational Stress and Health.

6. WOP around the world

- 6.1. Work and Organizational Psychology in Italy and Sipro (Italian Association of Work and Organizational Psychology) role
- 6.2. The state and prospects of Work and Organizational Psychology in Italy
- 6.3. Development of Work and Organizational Psychology in Latvia

7. News from members of IAAP Division 1

8. Task Forces

Work Psychology White Papers Series ‘Making the best of our knowledge available to global policy makers’

9. Poverty and WOP

Humanitarian Work Psychology: Examining Work and Organizational Psychology’s Role in Global Poverty Reduction

10. Book announcement: Negotiations between State Actors and Non-State Actors: Case Analyses from Different Parts of the World

11. WOP Journals

- 11.1 Journal of Work and Organizational Psychology (Revista de Psicología del Trabajo y de las Organizaciones)
- 11.2. Social Science Information: Special issue
- 11.3 Canadian Journal of Administrative Sciences: Virtues in Organizations: Cultivating Creativity, Collaboration, and Collective Well-being. Call for papers.

12. Future Conferences, Congresses and Workshops

12.1. WOP Conferences and Congresses (2009-2011)

12.2. Gender, Work and Organization: 6th international interdisciplinary conference (21st – 23rd June, 2010)

12.3. 5th Workshop on Trust Within and Between Organizations (Madrid, Spain, January 28-29, 2010)

12.4. III European Erasmus Mundus Master on WOP-P: WINTER SCHOOLS Bernhard Willpert (Coimbra, Portugal. November 2009-march 2010)

12.5. The Second EAWOP Early Career Summer School (Valencia, Spain, from 11th to the 17th of September 2010)

12.6. 68th Annual ICP Conference “Psychological Values Around the World” (Chicago, Ill, USA, (August 3rd-August 7th, 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 IAAP-Division 1:

I am pleased to introduce you a new issue of our Division 1 Newsletter. This is another output of the editorial team and I want to thank *Ludmila Karamuska, Kristina Potocnik and Oksana Kredencer* for their enthusiasm and dedication. With their work they contribute to increase the bonding and bridging social capital in our Division.

The first information you will find in this issue is about **the ICAP congress 2010 in Melbourne**. *Kathryn Von Treuer*, Division 1 Scientific Program Committee representative, informs us about the program and invites us to participate. You can still submit your work and participate in the most important international conference of applied psychology.

You can also find a really informative report about the **activities IAAP is carrying on at United Nations** submitted by *M.O'Neill Berry, J. Kuriansky, W. Reichman and N. Simon*, IAAP representatives at UN. In their report you can find a number of activities related to Work and Organizational Psychology. It is important to be present and active among the NGO represented at UN. I want to congratulate and thank our representatives for their work.

Cross-national cooperation initiatives in Education of Work and Organizational Psychology is also present in the current issue. In fact, *C. Moliner and C. Carmona* report on interesting initiative where more than 50 students from San Jose State University (USA) and the University of Valencia have experienced cross-national joint learning in a virtual environment.

Section 5 is devoted to inform us about the **Activities of our Division** during the last months. *L. Karamushka* and *B. Kożusznik* describe the **Polish-Ukrainian Workshop about Problems and challenges of our discipline in those countries**. **Members of the Executive Committee have participated in several events: Baltic Area Alliance Meeting (Tallin, 26-27 October); 8th International Conference on Work, Stress, and Health 2009 in San Juan, Puerto Rico, 5-8 November) and the 1st Iberoamerican Symposium of Work and Organizational Psychology (Monterrey, México, September 21-22nd September).**

In section 6 you may find our regular section **“WOP around the world”**. There you will find this time two interesting reports about **Work and Organizational Psychology in Italy**. One is submitted by *A. Battistelli* (Past-President of SIPLO, Italian Association of Work and

Organizational Psychology) and the other by *A.C. Bosio* that presents the results of a survey about the state and prospects of Work and Organisational Psychology in Italy. Moreover, you can also get informed with updated and very interesting information about the history and recent developments of Work and Organizational Psychology in Latvia, thanks to the report submitted by *V. Renġe* and *J. Dzenis*.

Section 7 offers **news from members of our Division**. We invite all the members to share their news (new books published, awards, achievements in the profession, etc.) in future issues.

In section 8 *R. Roe* reports about the activities of the Task force Work Psychology White Papers Series that has been launched by our Division in cooperation with SIOP and EAWOP. This is one of the activities that will be integrated in the Alliance for Organizational Psychology that is being launched by the three associations. The first white paper will focus on *Employing Workers as They Age*.

In section 9 we present the paper submitted by *L.F. Thompson* about the **Humanitarian Work Psychology: Examining Work and Organizational Psychology's Role in Global Poverty Reduction**. The potential contributions of our discipline and profession to the sectors pertaining to aid, development, and poverty reduction are analyzed and also the possibilities of creating pro bono work opportunities for those interested in donating their time and skills is one way to increase our collective contribution to humanitarian work efforts. In this way, the recent launching of the Global Task Force on Humanitarian Work Psychology (HWP) is an initiative that may play a significant role and deserves support.

In the rest of the sections you will find interesting information about **new books**, news and calls from **work and organizational psychology journals** and information about **upcoming conferences and congresses** and other events.

Let me, before I close this column, thank all the people that have contributed to this issue of our newsletter and to **invite you to send us information and contributions** that you would like to share with other Work and Organizational Psychologists around the world.

IAAP membership comes from **more than 80 countries** all around the world and this makes our association really global representing a big asset in a global society. The potential social capital is there, we can contribute to enact it intensifying the exchange of information and opinions and the cooperation in education, research, academia and professional practice. On behalf of the Executive committee I warmly invite you to contribute to it.

We can also contribute to enhance bridging social capital **disseminating the activities of our Division**. You have received this newsletter in an e-mail message together with a sheet for membership application. **We would like you to circulate this newsletter together with the membership sheet to interested work and organizational Psychologists and also to groups and national associations in the field**. We would appreciate that this newsletter be broadly disseminated and **used as a "presentation letter" to invite people to become members of IAAP and our division**. The fees are not expensive and several categories exist for those who cannot afford to contribute with the standard fees (reduced, subsidised and students fees). Thanks you for your contribution and support.

Jose. M. Peiró
President of IAAP Division 1.

2. IAAP DIVISION 1 AT THE 27TH INTERNATIONAL CONGRESS OF APPLIED PSYCHOLOGY

ICAP 2010: Showcase your work at this premier international forum and attend this prestigious global event!

This congress will provide an opportunity for an international applied psychology community to come together and share ideas, knowledge and recent research in the Melbourne Convention and Exhibition Centre- a premier conference venue.

The congress is expected to attract over 3,000 delegates from around the world. A rich scientific program will be presented encompassing the global breadth and depth of applied psychology through symposia, papers, debates, electronic and short presentations, and an extensive range of workshops.

Join us and come and hear from some of our confirmed speakers: *Jose Maria Peiró (Spain), Robert Roe (The Netherlands), Robert Wood (Australia), Kurt Kraiger (USA) and Handan Kepir Sinangil (Turkey)*. Moreover, Division 1 will also organize a *Symposium on Intenazionalization and Teaching in I/O Psychology, which will be presented by Prof. Attenwiler, and a Research and Professional Cross-Cultural Incubator*, organized by the Alliance of our Division, SIOP and EAWOP.

Finally, we would like to invite Division 1 members to *our General Assembly and Social hour afterwards*. This is an excellent opportunity to participate in the life of our Division and also of meeting colleagues from all over the world with similar scientific and professional interests and activities.

The conference program will feature:

- Pre- conference Full day workshops
- State-Of-The-Art talks
- Keynote presentations
- Divisional addresses
- Invited Submitted Symposia
- Panel discussions
- Debates
- Open Papers and Brief Oral Presentations
- Electronic posters
- Half day workshops
- Themed programs

Call for symposia, individual oral papers and electronic posters are now open and will close *11th January 2010*. We have already received a good number of submissions for Division 1 and we welcome more. We are also very grateful to the Division 1 members who have volunteered to assist us with the abstract reviews.

We look forward to seeing you in Melbourne in 2010.

Submitted by:

Dr Kathryn von Treuer

Division 1 Scientific Program Committee representative

Melbourne, Australia

kathryn.vontreuer@deakin.edu.au

3. INTERNATIONAL ASSOCIATION OF APPLIED PSYCHOLOGY (IAAP): ACTIVITIES AT THE UNITED NATIONS (2006-2009)

The IAAP currently has four New York-based representatives actively involved at the United Nations, one accredited to the **Department of Public Information (Dr. Judy Kuriansky)**, and **three accredited to the Economic & Social Council (ECOSOC) (Dr. Walter Reichman, Dr. Norma Simon, and Dr. Mary O'Neill Berry)**. The following is a summary of activities undertaken by the various representatives over the past three years.

Participation in the DPI/NGO Annual Conferences: In 2006, the title of the 59th Annual Conference was “Unfinished Business: Effective Partnership for Human Security and Sustainable Development.” Dr. Kuriansky organized and moderated a Midday Workshop titled, “Model Partnerships for Youth: Education, Business and Technology Projects to Further Peace, Well-Being, Community Action and Resilience.” IAAP was listed as the sponsor of the event.

In 2007, the title of the 60th Annual Conference was “Climate Change: How It Impacts Us All.” IAAP sponsored a Midday Workshop, moderated by Dr. Kuriansky, on “Partnerships to Mobilize Community Health and Mental Health Resources for Recovery, Resilience and Risk Reduction of Climate-Related Disasters: What Multi-Stakeholders and NGOs Can Do.” IAAP also co-sponsored a second Midday Workshop (along with the World Council for Psychotherapy (WCP) and The Light Millennium) on “Strategies to Facilitate Biosphere Management and Lifestyle Change: Measures to Protect the Environment and Prevent Drastic Sequelae of Current and Future Climate Changes.”

The topic of the 61st DPI/NGO Annual Conference, held in September 2008, for the first time in Paris, France, was “Reaffirming Human Rights for All”. Dr. Kuriansky participated in a panel on “International Community Mental Health Education: Human Rights Based Grassroots and Professional Models.” She also led the “Student Journalism Program”, involving 20 students from around the world.

New Website for NGO Input: A declaration was signed at the close of the 60th DPI/NGO Annual Conference which resulted in the establishment of an online website (www.climatecaucus.net) and a number of Working Groups who wrote chapters for a report which was submitted to the UN Secretary-General in January 2009. Drs. Reichman and Berry are part of the Working Group on the topic of Attitude Change in relation to mitigating the effects of climate change.

Statements Signed: On behalf of IAAP, Dr. Kuriansky signed a statement on mental health which was presented at the 51st session of the UN Commission on the Status of Women in 2007. She also signed four additional statements, one in regard to the relationship between NGOs and the UN; the second about disability rights; the third about social development and full employment based on WHO issues; and the fourth about human rights (submitted by a Spanish NGO).

Survey of NGO Representatives: In 2006, Drs. Reichman and Berry conducted a survey on behalf of IAAP (and with the pro bono support of their firm, Sirota Survey Intelligence®) of NGO representatives, about the working relationship between the UN and the representatives. The survey was sponsored by the NGO/DPI Executive Committee, and supported by DPI. The results were presented to the NGO/DPI Executive Committee and to the NGO representatives as part of a DPI/NGO Communications Workshop. Implications of the results and actions to be taken were discussed in breakout groups, a report on which was submitted to the NGO/DPI Executive Committee and to DPI.

In 2007, Dr. Kuriansky attended the Geneva, Switzerland meeting of governments on “The Global Platform for Disaster Risk Reduction.” She moderated a panel about “Integration of Mental Health and Psychosocial Issues into Disaster Risk Reduction and the Hyogo Framework” with speakers from WHO, and the Assistant Secretary-General for Humanitarian Affairs, as well as one of the IAAP Geneva team members. She co-wrote a position paper submitted to the governments, as well as follow-up reports and position papers submitted to UN high level staff, and a paper presenting a model about how to conduct advocacy at the UN.

Dr. Kuriansky also hosts a public television show about UN profiles, interviewing the chief of the DPI section, the Chair of the DPI/NGO Conference, and others.

Annual Psychology Day at the UN: Drs. Kuriansky, Reichman and Berry were members of the Planning Committee for the first annual Psychology Day at the UN, held in October 2007. Dr. Kuriansky made a presentation about IAAP. Drs. Reichman and Berry moderated a panel on “Human Rights and the World of Work.” Panel speakers were Mr. Djankou Ndjoukou, Director of the ILO Office for the UN, New York; Ms. Ursula Wynhoven, Head, Policy and Legal & Special Assistant to the Executive Director of the UN Global Compact Office; and Dr. Martin Greller, Associate Dean of Academic Affairs, New School for Social Research, New York City.

All four IAAP representatives were Planning Committee members for the second Psychology Day, held in November 2008. The theme was “Psychology and Social Justice Related to the UN Global Agenda.” Drs. Reichman and Berry again moderated a panel, this time on “Poverty Reduction and Social Justice: The Role of Psychology”. Speakers were Dr. Anthony Lemieux, Assistant Professor of Psychology, Purchase College, State University of New York, and Dr. Anthony Marsella, Emeritus Professor of Psychology, University of Hawaii, Honolulu.

Our representatives are again on the Planning Committee for the third Psychology Day, to be held in November 2009. The theme this year is “Psychology and Diplomacy: Negotiating for Human Rights and Peace.”

UN Global Compact: Drs. Reichman and Berry conducted an interview with Georg Kell, the Executive Director of the UN Global Compact Office, which was published in *The Industrial Psychologist (TIP)*, the journal of the Society of Industrial/Organizational Psychology (SIOP) in April 2008. A key topic covered is the role of Industrial/Organizational Psychology in the Global Compact and the UN.

IDOP and Mental Health Committee: Dr. Simon is one of two associate chairs for the IDOP Conference. She is also working on the Trauma Group of the Mental Health Committee.

Dr. Simon is also a member of a UNICEF Committee on Violence Against Children.

Dr. Kuriansky attended the Pope’s address to the United Nations, and filed her column for the *New York Daily News* about his speech, entitled “Pope Benedict at the UN makes the ordinary feel extraordinary.” (Posted April 19, 2008).

International Labour Organization (ILO): In March 2008, Drs. Reichman and Berry interviewed Mr. Djankou Ndjoukou, then head of the New York office of the ILO; this interview was published by the IAAP Bulletin in October 2008 (Issue 20-4).

US Doctors For Africa: Dr. Kuriansky is the PsychoSocial Director for this NGO and is working with its CEO to further enhance its projects through the UN (they already have a relationship with UNICEF).

The Global Task Force on Organisational Psychology for Poverty Reduction: Drs. Reichman and Berry are members of this Task Force, established at the SIOP conference in 2008. They are also co-authors, with several others, of “Organizational psychology and Poverty Reduction: Where Supply Meets Demand,” published in the Journal of Organizational Behavior in 2008. Dr. Berry is participating in the summit meeting of this Task Force, which takes place in London in June 2009.

Drs. Reichman and Berry were co-presenters of an April 2009 poster session on “The Role of Decent Work in Improving Health” at Yale University Global Health and Innovation Summit on “Achieving Global Goals through Innovation.”

Drs. Reichman and Berry have recently been conducting Brown Bag lunches for UNDP and other UN staff. Topics covered include effectively dealing with bureaucracy; overcoming resistance to collaboration and gaining acceptance for new ideas; implementing/operationalizing projects; building effective teams; and effective communications.

Dr. Reichman is presenting a poster session on Corporate Social Responsibility (CSR) in June 2009 at the Australian Psychological Association conference in Sydney, Australia.

New IAAP Interns: We have recently welcomed the addition of three IAAP interns in the New York area: Wismick Jean-Charles, Tiffany Rivera, and Natalie Vacha. We will update you on their activities in due course.

IAAP Division Heads Liaison Involvement: The representatives developed a description of roles and responsibilities for increased liaison activities by the various Division Heads in IAAP, which was distributed to these individuals. Enhancing the involvement of the Division Heads and their colleagues would greatly extend the reach of applied psychology.

Submitted by:

Dr. Mary O'Neill Berry, (mberry@sirota.com)

Dr. Judy Kuriansky, (DrJudyK@aol.com)

Dr. Walter Reichman, (wreichman@sirota.com)

Dr. Norma Simon, (Normasimon@aol.com)

4. AN INTERNATIONAL COLLABORATIVE EXPERIENCE FOR MASTERS STUDENTS IN WOP-P AND I/O PSYCHOLOGY

Students from San José State University of California and University of Valencia participate in international virtual collaboration program

Sharon Glazer from San José State University of California and *José María Peiró* from University of Valencia are carrying out a joint activity, called "Virtual Abroad Program".

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

The 50 students were grouped in international teams. Each team is working virtually using ICT to develop a proposal for professional intervention on issues such as occupational health, stress, leadership in organizations, job training and vocational counseling. The program aims to develop skills in managing cultural diversity since the proposed intervention has to be done for a third country – that is, for a country, different to the origin of student participants. Carrying out this activity, students from both universities will have a wonderful opportunity of getting an insight into the functioning of virtual teams, having deadlines and working with multi-cultural teams.

During the last weeks of the program, students will present their proposals to the entire group, using ICT technology. Finally, Professor Sharon Glazer (SJSU) and Professor José María Peiró (UVEG) will give a lecture about the importance of globalization and cross-cultural development for training and professional practice of psychologists.

This program was made possible thanks to previous collaboration between both universities in the Erasmus Mundus Master in Work, Organizational and Personnel Psychology (www.erasmuswop.org). This Master is offered by a consortium of five European Universities (Coimbra, Paris, Barcelona and Bologna under the coordination of the University of Valencia).

Submitted by:

-Prof. Carolina Moliner (Carolina.moliner@uv.es)

-Carmen Carmona (Carmen.carmona@uv.es)

University of Valencia, Spain

5. REPORTS FROM DIVISION ACTIVITIES

5.1. Work and Organizational Psychology problems and challenges in Poland and Ukraine: Polish-Ukrainian Workshop

September, 24-27, 2009
Katowice, Poland

On September, 24-27, 2009 the Chair of Work and Organizational Psychology of the University of Silesia, the Laboratory of Organizational Psychology of the Institute of Psychology (Kyiv) and the Ukrainian Association of Organizational and Work Psychologists held a workshop *WOP problems and challenges in Poland and Ukraine*.

The purpose of the workshop was to discuss the current research results and plan the future co-operation.

The seminar was organized under the auspices of Division 1 ‘Work and Organizational Psychology’ of the International Association of Applied Psychology (IAAP).



Besides, it was the result of close cooperation between Division 1 ‘Work and Organizational Psychology’ of IAAP, the European Network of Organizational and Work Psychologists (ENOP) and the European Association of Work and Organizational Psychologists (EAWOP). Four members of the European Network of Organizational and Work Psychologists (ENOP) were members of the International Scientific Committee of this workshop: *Prof., Dr. Peiró, Jose M.* – President of Division 1 ‘Work and Organizational Psychology’ of the International Association of Applied Psychology (IAAP), member of ENOP (University of Valencia, Department of Social Psychology, Valencia, Spain); *Prof., Dr. Sinangil, Handan Kepir* – Elect President of Division 1 ‘Work and Organizational Psychology’ of the International Association of Applied Psychology (IAAP), member of ENOP (Marmara University, Department of Business Administration, Istanbul, Turkey); *Prof., Dr. hab. Kożusznik, Barbara* – member of the Coordination Committee of Division 1 ‘Work and Organizational Psychology’ of the International Association of Applied Psychology (IAAP), member of ENOP, Vice Rector for Student Affairs, Promotion and International Relations of the University of Silesia; Chief of the Chair of Work and Organizational Psychology of the Institute of

Psychology of the University of Silesia (University of Silesia, Katowice, Poland); *Prof., Dr. (Psychology) Karamushka, Liudmyla* – member of the Coordination Committee of Division 1 ‘Work and Organizational Psychology’ of the International Association of Applied Psychology (IAAP); member of the Coordination Committee of ENOP, Head of the Laboratory of Organizational Psychology of the Institute of Psychology; president of the Ukrainian Association of Organizational and Work Psychologists (UAOWP) (Institute of Psychology, Kyiv, Ukraine). *The workshop coordinators* were Prof. Barbara Kozusznik (Poland) and Prof. Liudmyla Karamushka (Ukraine).

The workshop was attended by 17 Polish and 13 Ukrainian researchers, PhD and graduate students.



From the Polish part the opening addresses were made by prof. Barbara Kozusznik (Vice-Rector of the University of Silesia), prof. Zbigniew Spendel (Dean of the Department of Pedagogy and Psychology, University of Silesia), prof. Małgorzata Górnik-Durose (Director of the Institute of Psychology at the University of Silesia), Dr. Joachim Foltys (Director of the Katowice School of Management), from the Ukrainian part by prof. Liudmyla Karamushka (the President of UAWOP).

The invited Keynote speaker *prof. Handan Kepir Sinangil* made her presentation *Contributions of Work and Organizational Psychology to the Well-being of Individuals, Organizations and Countries*.

The workshop had *two oral sessions*: ‘Work and Organizational Psychology problems and challenges in Poland’ chaired by B. Kozusznik and ‘Work and organizational psychology problems and challenges in Ukraine’ chaired by L. Karamushka). The variety of workshop topics reflected current problems of development of WOP in Poland and Ukraine. *The topics discussed included*: Strengthening the role of work and organizational psychologists in the global society (Kozusznik B, Poland), Organizational culture and innovativeness based on values (Polak, J., Poland), Organizational and social resistance to changes in organizations (Stasiła-Sieradzka, M.), Work engagement among polish economic emigrants (Turska, E), Effectiveness of employee’s trainings of European Social Found projects in Poland and organizational commitment of their participants (Chrupała-Pniak, M. Poland), The Initial Polish adaptation of the Multidimensional Work Ethic Profile (Chudzicka-Czupała, A. & PhD Grabowski, D., Poland), The aging man in flexible forms of employment. The case of Poland (Dobrowolska, M., Poland), Goals of persons starting their

professional careers versus their work adaptation (Smorzewska, B., Poland), Personnel's change making motives in educational organizations (Karamushka L., Ukraine), Psychological aspects of characteristics of competitiveness in economics students Tereshchenko, K., Ukraine), Development of educational organization employees' competitiveness as a condition of their teamwork efficiency (Fil, A., Ukraine), Psychological peculiarities of female managers' gender identity (by the example of female students managers) (Bondarevska, I, Ukraine), Critical situation behavioral strategies in secondary school principals (Bondarchuk, O., Ukraine), etc

The workshop also had *two interactive poster sessions*: 'Work and organizational psychology problems and challenges in Poland' chaired by H. Sinangil) and 'Work and organizational psychology problems and challenges in Ukraine' chaired by A. Carter. The participants made and discussed about 20 interesting presentations.

Besides purely scientific problems, the participants focused their attention on some problems of *international cooperation* which were analyzed in the presentation '*EAWOP initiative to support Work and Organizational Psychology around the Baltic Sea*' made by the Keynote speaker *Dr. Carter Angela*, Member of the Executive Committee of the European Association of Work and Organizational Psychologists (EAWOP); EAWOP Constituent Coordinator (Sheffield, UK). During the discussion that followed the Polish and Ukrainian parts analyzed possible ways of development, obstacles and challenges of work and organizational psychology in their countries. It's noteworthy that the discussion of the Baltic countries WOP cooperation will take place at the *EAWOP Baltic Group Meeting* on October, 24-27, 2009 (Tallinn, Estonia) with Ukraine being its participant.

Prof. Karamushka, L., the president of UAOWP (Kyiv, Ukraine) made her actively discussed presentation '*The Ukrainian Association of Organizational and Work psychologists (UAOWP): initiative regarding development of WOP in Ukraine in the content of international cooperation*' in which she made an account of UAOWP's international activities over the last seven years.

The workshop participants discussed and adopted the *Wop Polish-Ukrainian Cooperation Program*. The workshop had an interesting social program which included the Krakow guided sightseeing bus-tour, excursion to historical places of Krakow, visit to Jagiellonian University and a tour of Katowice and Upper Silesia.

The workshop results were reflected in the *Book of Abstracts: Work and Organizational Psychology Problems and Challenges in Poland and Ukraine (Polish-Ukrainian workshop, 24-27, September 2009, Katowice, Poland)*. Editors: *Liudmyla Karamushka, Barbara Kozusznik*. – Kyiv: Interlink, 2009. - 107 pages.



In his Welcome Address *Prof., Dr. Peiró, Jose M.*, the President of Division 1 ‘Work and Organizational Psychology’ of the International Association of Applied Psychology (IAAP), member of ENOP wrote: ‘I think this event is really important for the Development of Work and Organizational Psychology in the region and also for the advance of the internationalization of WOP... Also I am confident that the interaction with the participants of different countries will increase their social capital and will strengthen the international network of our discipline’. We hope that the workshop justified these words. To the participants’ shared mind the workshop offered the participants a unique opportunity to present their research results, share experience and outline ways of future cooperation.

The Polish and Ukrainian parts were unanimous in their willingness to conduct this kind of seminars and trainings on a regular basis as well as exchange information relevant to WOP.

Submitted by:

Prof. Luidmyla Karamushka

Laboratory of Organizational Psychology

Institute of Psychology

Kyiv, Ukraine

e-mail: LKARAMA01@yahoo.co.uk

Prof. Barbara Kożusznik

Chair of Work and Organizational Psychology

Institute of Psychology

University of Silesia

Katowice, Poland

e-mail: barbara.kozusznik@us.edu.pl

5.2. Participation in the 1st Iberoamerican Symposium of Work and Organizational Psychology

The 1st Iberoamerican symposium of Work and Organizational Psychology took place in **Monterrey, Mexico, from 21st to 22nd of September, 2009**. During this symposium, **Professor José María Peiró, president of the Division 1**, carried out three activities. First, he held a **keynote lecture** on “Tendencies of Work Psychology in the 21st century”. Second, he gave a **workshop** entitled “Opportunities and fields of application in work and organizational psychology”. Finally, he also participated in **panel discussion** on “State-of the art in Business and Organizational Psychology in General”. This event was a great opportunity to promote the IAAP and Division 1 in México.

5.3 Baltic Area Alliance Meeting

26-27 October in Tallinn (Estonia) two representatives of IAAP Division 1 EC **Ludmila Karamushka** and **Barbara Kozusznik** participated in the meeting of Baltic Area Alliance.

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

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

As a result of the meeting several tasks were formulated: shared curriculum across members of the Baltic Area Alliance as based on European Model, continuing professional development and gap analysis of country resources against shared curriculum.

5.4. Workshop on Cross-cultural research at the 8th International Conference on Work, Stress, and Health 2009 in San Juan, Puerto Rico, 5-8 Nov. 09

The 8th International Conference on Occupational Stress and Health took place in **San Juan, Puerto Rico** from **5th to 8th of November, 2009**. **José María Peiró** taught a **workshop** on “Best Practices For Conducting Cross-Cultural Occupational Health Research”. The aim of the workshop was to present some experiences on cross-cultural research on occupational health psychology. Participants had an opportunity to learn new knowledge and skills about carrying on cross-cultural research on occupational health, applying methodological and study design principles to their own research interests through interactive exercises and discussion.

6. WOP around the world

6.1. Work and Organizational Psychology in Italy and Siplo (Italian Association of Work and Organizational Psychology) role

Education regarding work and organizational psychology, along with the whole university education, has been – and still is - changing a lot, during the past ten years, with the aim of meeting the needs of today's national and European society. At this time, in Italy, education is organized into a first cycle (1st degree in psychology sciences – three years length), a second cycle (2nd degree in psychology sciences – two years length) and a PhD (three years length). To complete education, after the 2nd cycle (five years in total) a mandatory one-year training is foreseen, allowing access to the national qualifying test and following registration to the national Association of psychologists.

Almost **15 universities** in Italy offer a 1st and 2nd cycle in psychology sciences to train work and organizational psychologists. A PhD in organizational psychology is also offered (Verona University), as well as other specific courses in work and organizational psychology PhD within the more traditional psychology PhD, in 10 different universities (Bologna, Turin, Trento, Milan Cattolica, Milan Bicocca, Pavia, Florence, Chieti, Bari, Rome “La Sapienza”). All PhD in work and organizational psychology foresee a specialization that is highly research-oriented, with an international guidance, creating permanent cooperation with university research centres abroad and receiving foreign students (PhD in organizational psychology of University of Verona), patronizing joint supervision thesis with other European countries.

Academic research groups (with a very good relationship with organizations and institutions, too) promote traditional and innovative subjects, approaching researches both qualitatively and quantitatively, trying to keep the focus on the dialogue among the different theoretical approaches. Traditional research fields such as assessment and recruiting, training, stress, socialization and career are still gathering most attention by Italian researchers, while other fields are increasingly attracting scientific and professional interest. A special attention has recently been put on psychological well-being at work and its psycho-social risks, a subject especially promoted by recent Italian regulations, too. Studying new jobs and working methods has become topical, being them increasingly relevant aspects in an increasingly flexible society. Last, but not least, a special focus on innovation's psycho-social processes, a fundamental subject both in Europe and the rest of the world, scarcely studied by work and organizational psychology, if we compare it with technology and management.

Siplo (Italian Association of Work and Organizational Psychology) was founded in 1995 with the aim of promoting and developing WOP as a scientific and professional discipline.

The Association is a charter member of EAWOP and constantly cooperates with AIPTLF (*Association Internationale de Psychologie du Travail et des Organisations*) for which it organized, in Bologna in 2004, the XIII Work and Organizational Psychology Congress.

In 1997 SIPLO organized a first international seminary in Padova, inside the marvellous Palazzo del Bò, campus of one of the most ancient universities around the world (1222), focusing on future professional and research opportunities for work and organizational psychology in Italy and Europe, where several colleagues from Spain (José Maria Peirò), France (Claude Lemoine), Slovenia (Edvard Konrad) and Italy (Guido Sarchielli) have had the chance to discuss. This first seminary has been recorded in a monograph issue of *Risorsa Uomo - Rivista di Psicologia del lavoro e dell'organizzazione* (a journal with articles in Italian, English and French). From then on, work and organizational psychology in Italy and Europe has increasingly evolved both regarding research and

education (only two degree courses were offered in Italy in 1985), while society itself has been increasingly asking psychology – and work psychology especially – to intervene.

Siplo has been organizing, since 1995 and every year, several activities at a national level, with the participation of work and organizational psychologists, mainly young professionals in their career's first years, and doctorate students. The association, in fact, sets itself up as a scientific and professional debating environment. It also organizes training activities (workshops and seminars) for the development of specific skills for professional psychologists, such as recruiting, training planning, career evolution, assessment and skill building.

The Association has been carrying out activities, during the last few years, about expertise-building among young professionals, such as a best graduation thesis prize in the work and organizational psychology field, carried out inside the Psychology Department of the University of Bologna, a “showcase a talent” prize for the best research project and for the best professional project, the “telemaco” project (professional coaching) and theme-based groups promoting in-depth theoretical and practical examinations regarding various work methods.

During the last national annual seminary, Siplo has proposed a reflection on: “work is changing, so is work psychology”, discussing new working methods and the answers proposed by work psychology. University education (national and European, represented by Prof. José Maria Peirò) and professional practice have exchanged views on the subject. Dialogue between research and professional practice is the association activity's target (like other European and international associations), proposing meeting and cooperation moments and environments.

Submitted by:

Prof. Adalgisa Battistelli

Past-President Siplo

Verona University

Verona, Italy

(adalgisa.battistelli@univr.it)

6.2. The state and prospects of Work and Organizational Psychology in Italy

A survey was recently conducted (2008) on the state and prospects of the psychology professions in Italy with the support of the *Consiglio Nazionale dell'Ordine* (Italy's professional body of psychologists). The survey was conducted using a structured questionnaire and based on telephone interviews (CATI). It involved a sample of 1500 respondents representative of the present population of practitioner psychologists in Italy in relation to the main socio-demographic parameters (sex, age, geographic distribution, membership of the register of psychotherapists). Regardless of the general results (discussed elsewhere), this article focuses on findings specifically concerning the Work and Organisational Psychology (WOP) profession.



① **The state of the profession.** It can be estimated that, in Italy, approx 6% of all professional psychologists have chosen to work in “Work and Organisational” Psychology, while a further 6% work occasionally as consultants in this field. This is a sizeable minority of the professional community, and they number from 4,000 to 8,000 individuals in absolute figures (versus a total population of more than 70,000 practitioner psychologists). The activities performed by WOPs are

fairly varied: occupations mainly relate to human resource management, training, organisational and services development, but they also include fields regarding communications, social and marketing research and performance appraisal. Professional satisfaction of WOPs is in line with that of other practitioner psychologists, while their salaries are greater (the highest in absolute terms, the average annual net income being 26,700 € vs. 17,800 € for Italian psychologists in general).

② **Prospects for the profession.** Expectations about the potential of WOP as a profession are particularly positive in Italy. The entire professional community generally agrees that WOP offers the greatest job opportunities in the near future (fig. 1).

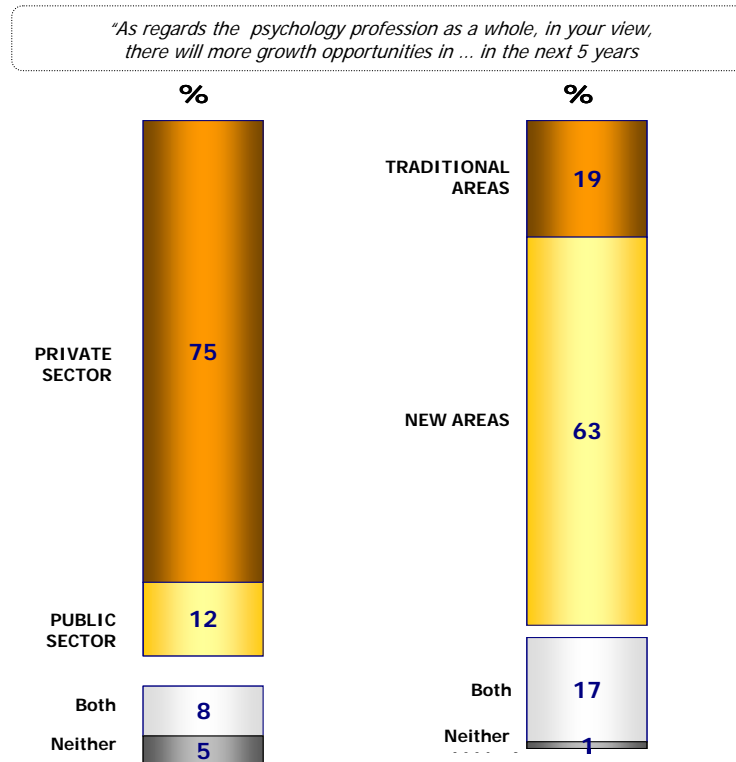
Figure 1 – Opportunities for the profession: potential of job areas (base: practitioner psychologists, n=1168)

"In which areas, from the ones that I'm about to read, out do you see more job opportunities for psychologists in the near future? And in which areas do you think there will be more risks for psychologists?"

	 Promising sectors	 Risk sectors	Δ Promising - risk
	%	%	%
➤ work psychology	72	11	+61
➤ educational psychology	69	18	+51
➤ psychotherapy (private sector)	55	36	+19
➤ social/healthcare services	44	36	+8
➤ psychotherapy (public sector)	27	64	-37

③ **An opportunity/challenge for the profession.** These opportunities for WOPs also constitute a challenge. The professional possibilities envisaged by respondents are in sharp divergence with the areas in which the psychology professions have grown most in recent years. Indeed, when asked to imagine the future of their profession, Italian psychologists consider these opportunities to be associated more with the private sector (and not the public sector as in the recent past) and with new areas (rather than the more traditional ones) (fig.2).

Figure 2 – Opportunities for the profession: growth prospects (base: practitioner psychologists, n=1168)



In short, psychologists are well aware of the future opportunities for WOPs in Italy, provided that they are able to successfully negotiate the new contexts. It is therefore crucial to adopt a proactive attitude to the profession so as to produce practitioners capable of integrating WOP knowledge/expertise with the new demands being made by society and the labour market.

Submitted by:

A. Claudio Bosio
 Psychology Faculty
 of the Catholic University of Milan.
 Milan, Italy
 (claudio.bosio@unicatt.it)

6.3. Development of Work and Organizational Psychology in Latvia

Riga Municipal Youth and Vocational Research Institute was established in 1925. It was a member of International Institute of Work Rationalization between 1929 and 1934. The International Bureau of Psychotechnological Information was located in Riga from 1926 to 1928. The Institute was concerned with preparation of job descriptions, administration of vocational aptitude tests, assessment of vocational interests, and study of physical and psychological conditions of job efficiency. More than 64 000 individuals were tested in the Institute until 1940. Soviet occupation in 1940 interrupted functioning of this Institute.

Development of applied psychology in Latvia as well as in the rest of USSR during Soviet occupation was practically stopped till 1956. From the beginning of Khrushchev's "thaw" period chances for such a development returned although in strictly ideological frames. In a certain way traditions of work psychology initialized in period before occupation were continued. Profession of psychologist in Latvia was officially recognized in the beginning of 70ties but it could be obtained as a university degree starting from 1989 (twenty years later than in Estonia, Lithuania and Russia). Due to these reasons in the psychological researches were initially done by psychophysicists, medical doctors, later also sociologists. Impact of work conditions on work efficiency, opportunities for improvement of work procedures, problems of professional orientation was studied. First research on "management psychology" emerged at the end of 60ties and beginning of 70ties. Different leadership styles (mostly according to K. Levin leadership typology), psychological conditions for effective preparation of managers were studied in the context. The research work at the period of time was basically made by specialists with economical or technical education and at that time they had more practical than scientific meaning. The first USSR Symposium on social psychological problems of management was held in Riga in 1974. The event had a great significant as it facilitated further development of work and organizational psychology in Latvia and was one of the main contributing factors to the emergence of profession of "industrial psychologist". "Industrial psychologists" were primarily employed for "departments of scientific organization of work", not always having education in psychology. By then, graduates from Leningrad and Moscow Universities of psychology" just started to appear in Latvia.

At the end of 70ties and beginning of 80ties the core issues studied were labour turnover and recommendations for preventing it, researches of psychological climate and leadership style and recommendations for improvements of it. Sociologists graduated from University of Latvia unlike psychologists took active part in these researches. At that time the biggest industrial enterprises established their first offices of psychology. Mostly these offices were not initiative of management of the enterprise but direction from district communist party committees – to improve social-psychological methods of management. Researches made by the offices were not permitted to be published and was treated as highly confidential information.

Gorbachov's "perestroika" in the second part of 80ties started a new stage in work and organizational psychology. New initiatives, such as manager's "elections" were initialized in frames of many organizations, which created a need for psychological assessments of candidates (before that the management of factory was choose by communist party committee). At that time mostly psychological tests were used for psychological assessment. Tests were not officially forbidden but neither were they supported. Number of psychologists in Latvia thanks to graduates from Russia universities was still growing. They actively took part in candidate selection, development and realization of training programs. Wider practical usage of intelligence and personality tests could be observed, new training methods such as – "business" games, psychological training were introduced.

After regaining independence of Latvia in 1991, big state enterprises ceased to exist, demand for psychological studies in organizations drastically dropped. Work of psychologists in organizations was limited to conducting seminars on psychological issues of work motivation and management as well as psychological counseling. By entrance of foreign companies in Latvia in the

middle of 90ties demand for personnel selection started to arise gradually. More attention was given to different courses and seminars on some particular issues of organizational psychology. Initially they were led mostly by specialists from USA, Germany and Scandinavian countries but gradually Latvian psychologists also engaged in this process. In the middle of 90ties, by stabilization of transition to market economy, more serious interest in organizational psychology started to resurrect, especially as “management psychology” created in soviet times was absolutely inapplicable to free market economy. The term “organizational psychology” in Latvia was first officially mentioned in 1992 as the title for lecture course for the students of psychology at the University of Latvia. At that time the first working places for psychologists educated in Latvia were consulting companies.

Till the end of 90ties first year’s students of psychology as well as historians, pedagogues, medical doctors and representatives from other professions often worked as organization consultants in psychological issues in Latvia. Employers had very little idea of what kind of help they can expect from the consultant-psychologist, what should be his professional knowledge and skills. Usage of unprofessional psychological tests was widely spread in personnel selection. Due to easy accessibility, tests were used by people without appropriate knowledge in the methods their usage and interpretation of results. Furthermore these tests were not adapted to Latvian conditions not even mentioning that usage of the tests in commercial purposes often was violation of copyrights of the test developers.

Ten years ago there were only few professionally specialized organizational psychologists with related university degree. In 1996 specialization of organizational psychology was created in master program of psychology in University of Latvia, later it appeared in some other universities, too. Currently several hundreds of psychologists’ works in organizations in Latvia, at least fifty of them have a master degree in organizational psychology. Mostly standardized and adapted tests are used in personnel selection and researches, copyrights are observed. People with appropriate background and experience usually work with using tests as well as psychological trainings and other training methods.

Specialists in organizational psychology are prepared in University of Latvia and Riga Teachers, Training and Education Management Academy. In 1996 Master’s degree in organizational psychology was first introduced at the University of Latvia. Unfortunately it should be noted that organizational psychology is not included in the list of sub-sectors of science of psychology prepared by the Council of Science in Latvia. Latvian occupational classification is likely to be the only official document recognizing the profession of Industrial and Organizational psychologist. So, Latvia is one of few countries in the world and the only country in European Union where organizational psychology does not have the official status. This is indicative not of unfavorable attitude towards organizational psychology but of insufficient understanding of psychology as a science which is still dominant in Latvian society.

Research in organizational psychology is mostly practically oriented; there are some considerable researches made by students who obtained Master’s degrees in the university of Latvia. The current main topics of researches in organizational psychology in Latvia are the: job satisfaction (dependence of it from personality traits, organization type, status and personality values, locus of control, relation to work efficiency); organizational culture (differences in different types of organizations); “burn-out syndrome” at work; correspondence of personality and organization values; impact of personality traits on decision making; relation of leadership style to psychological climate; organizational and professional commitment (relation of it to personality traits, organization type, seniority, personality values, locus of control, compensation, job satisfaction); attribution errors in personnel selection; gender stereotypes of managers, significance of locus of control in work (differences among manager and employee locus of control, locus of control, “learned helplessness”).

However nowadays Latvian psychologists are mainly involved in practical work related to HR (Human Resources) issues (personnel selection, career planning, preparing job descriptions, developing remuneration system, trainings). Frequently performing these tasks does not ask for

deep knowledge in organizational psychology and can be completed by economists, lawyers and representatives of other professionals.

In 2000 Latvian Society of Industrial and Organizational Psychologists (LSIOP) was created. Today LSIOP unites around 40 members – organizational psychologists with different professional background. Based on LSIOP statutes it has associative members (psychologists with Bachelor degree) and ordinary members (psychologists with Master degree). LSIOP main activities are workshops and annual conferences. Topics for LSIOP activities cover both HR and Organizational psychology fields. During the last two years two big conferences have been organized by LSIOP: Annual conference „*Person and Organization Fit: Theoretical aspects* in 2007:”, and Conference on „*Organizational effectiveness*” in 2008 (in cooperation with local business newspaper “Dienas Bizness”). Several workshops and seminars on the following topics “*Employee rent,*” “*Psychological aspects of head hunting*”, “*Psychological support programs for employees*”, “*Employee motivation, Effective remuneration system*”, “*Knowledge management,*” “*Organizational efficiency model*” were held in 2007 and 2008. In nearest future LSIOP is planning to develop a small database (books, studies, articles) for its members as well as continue organizing seminars and conferences. Currently LSIOP in cooperation with educational and clinical psychologists actively participates in the development of Law of Psychologist’s Practice. LSIOP is member of Union of Latvian Psychologists and it also cooperates with Latvian Association of Personnel Management. In 2007 LSIOP joined EAWOP (European Association of Work and Organizational Psychology).

Few years ago gradual increase of Latvian economic, joining European Union, increase of professional psychologists in Latvia, understanding of importance of manager psychological competence allowed to hope that organizational psychology in Latvia will strengthen as an independent branch of science. Unfortunately today’s international economical downturn and local economical recession enforces to slow down with optimistic scenarios of development of organizational psychology.

Submitted by:

-**Viesturs Renģe** (viesturs.renge@lu.lv);

-**Jānis Dzenis** (janis.dzenis@lopb.lv)

Latvia

7. NEWS FROM MEMBERS OF IAAP DIVISION 1

7.1. Members of IAAP Division 1 are participating in the abstract review process for the next ICAP.

After having requested the cooperation of members of Division 1 to participate in the evaluation of the submission to the ICAP program, a number of members have been included in the pool of referees that are evaluating the submissions to the ICAP Congress that will be held in July 2010 in Melbourne. We thank them for their cooperation and help.

7.2. Peter Warr and Guy Clapperton, highly-acclaimed professor of psychology and a widely published business journalist wrote *The Joy of Work? Jobs, Happiness, and You*.

Bringing together research from business and psychology - including positive psychology, *The Joy of Work? Jobs, Happiness, and You* looks at happiness and unhappiness from a fresh perspective. It draws on up-to-date research from around the world to present the causes and consequences of low job satisfaction and gives helpful suggestions and strategies for how to get more enjoyment from work. The book includes many interesting case studies about individual work situations, and features simple self-completion questionnaires and procedures to help increase your happiness. Practical suggestions cover how to improve a job without moving out of it, advice about changing jobs, as well as how to alter typical styles of thinking which affect your attitudes. It has been written in a relaxed and readable style.

The book's website is at <http://www.psypress.com/joyofwork/>

7.3. Gary Latham (Fellow, Division 1) is the recipient of the Association for Psychological Science's James McKeen Cattell Fellow Award for 2009-2010.

The Cattell Award is the highest honor confirmed by APS. It honors distinguished APS Members for a lifetime of outstanding contributions to applied psychological research. <http://www.psychologicalscience.org/awards/cattell/>

7.4. José María Peiró, president of the IAAP Division 1 has been nominated as professor emeritus of San Marcos University of Peru. <http://www.unmsm.edu.pe/?id=776>

8. TASK FORCES

Work Psychology White Papers Series Making the best of our knowledge available to global policy makers

What can be done to increase the societal impact of the knowledge accruing from research in work, organizational and industrial psychology? In 2008 the presidents of IAAP Division 1 (Work and Organizational Psychology), EAWOP and SIOP have agreed to take joint action in response to this question. A first initiative is the launch of a Work Psychology White Papers Series, which will offer concise evidence-based statements on important policy issues. The aims of this initiative are (1) to influence policy-making bodies on topics of broad societal importance by promoting the I/O and Work Psychology field as one that has relevant inputs to public and private organizations; and (2) to translate our research findings from academic and applied settings into a form decision makers can use thereby rendering a service to society.

The papers will address issues that are of broad interest internationally and have the potential for sufficient evidence-based contributions. The topics will relate to work, employment and organization, and be high on the political agenda so that the papers can influence policy decisions in a visible way.

The papers will be short (5-20 pages) and written for policy makers in organizations, governments and NGO's. Their titles will be cast in terms relevant to policy makers. For instance: rather than "The Aging Workforce", we think of titles like "Employing the Workers As They Age", "Working Past Retirement", or "What Should the Retirement Age Be for Traffic Controllers?". Inputs from policy makers will be obtained early in the process. The papers will be written by both academics and practitioners. They will consist of a single paper or several short papers highlighting different aspects of the issue that are presented in an integrated way.

The White Papers will be endorsed by and published as a joint effort of the three organizations. The members of a newly formed Steering Committee will serve as Action Editors, one from each of the three organizations. The current members of the *Steering Committee/ Action Editors are: Virginia Schein (SIOP), Nik Chmiel (EAWOP) and Robert Roe (IAAP Division 1)*. Virginia acts as interim Chair, succeeding Robert Pritchard who has served as initiating Chair. The Action Editors will select a writing team for each topic and serve as reviewers of their efforts. The writing team will do the actual writing and there will be members from each of the three organizations represented. The writing team members will be knowledgeable about the area, willing to translate research to practice, willing to be inclusive of many points of view and committed to the evidence based approach. The writing team will be listed as authors, the order determined by the team members, and these names will be used when the article is referenced.

The topic selected for the first Work Psychology White Paper is *Employing Workers as They Age*. Nik Chmiel will serve as the Action Editor for that topic. The Committee's goal is to have a draft of the first paper and approval by the three organizations by the end of 2009. The paper will be published and distributed in 2010 and plans for one or two more White Paper topics put in place,

with publications in 2011. Some suggested future topics include creating inclusive organizations, health and stress, safety, and decent work.

To obtain early inputs from policy makers and experts in our field, the Steering Committee will organize special meetings at our international conferences. SIOP will host a WPWP Series panel discussion - *Evidence-Based White Papers: The Aging Workforce: An International Collaboration Between EAWOP, IAAP, and SIOP* -- at its annual conference in New Orleans, April 2009, Next, there will be Roundtable on the WPWP Series at the EAWOP Conferences in Santiago de Compostela, Spain in May 2009. Another Roundtable will be held at the International Congress of Applied Psychology in Melbourne in 2010. We as Steering Committee very much welcome your comments and input on the Work Psychology White Papers Series mission and process, as well as on future topics.

Submitted by:

Prof. Robert A. Roe

Maastricht,

The Netherlands

(r.roe@os.unimaas.nl)

9. POVERTY AND WOP

Humanitarian Work Psychology: Examining Work and Organizational Psychology's Role in Global Poverty Reduction

The Millennium Development Goals are eight imperatives which were set forth at the turn of the century and agreed upon by countries and development institutions throughout the world. These goals address critical global needs and include the objective of substantially reducing extreme poverty by the year 2015 (Millennium Project, 2006). The realization of this objective requires participation from a wide range of professionals, including Work and Organizational (W&O) psychologists (Thompson, in press). Has our field sufficiently contributed to this effort?

The purpose of this article is to illustrate the need for W&O psychology in the humanitarian work domain, discuss challenges which limit our field's current level of participation in global poverty reduction efforts, consider emerging trends which can be leveraged to expand W&O psychology's role in poverty reduction, and introduce a new network aimed at mobilizing and using W&O psychology to accomplish global, humanitarian aims.

The Need for W&O Psychology

The discipline of W&O psychology is well equipped to address a wide range of humanitarian needs with implications for poverty reduction. To illustrate, consider the problems that arose after the December 2004 Tsunami in Southeast Asia. In 2005, the Fritz Institute conducted an aid recipient survey, which included interviews with 1,406 affected people in 197 villages in India and Sri Lanka. In India, 55% of respondents found the clothing delivery lacked respect for their dignity and 40% felt that way about food distribution. In Sri Lanka, half of the respondents found the aid to be disrespectful to their dignity. Families in both countries reported used clothing being dumped in heaps for tsunami victims to retrieve; this made them feel disrespected (Fritz Institute, 2005). The quality of the workmanship during the rebuilding efforts was also an issue. Only a few years after the disaster struck, complaints began to emerge about shoddy housing which was put up in a hurry and had started to fall apart (Marks, 2007).

Clearly, identifying the root causes of the issues described above requires an in-depth analysis. In the absence of such an analysis, one might speculate on the sources of the preceding concerns. According to Perlez (2006), "Many of the hundreds of aid agencies that poured into Aceh in the aftermath of the tsunami displayed arrogance and ignorance and were often staffed by incompetent workers" (p. A3). Indeed, humanitarian aid workers' performance can suffer from a variety of problems, including a poor match between their skills and their work assignments, insufficient preparation and training, a lack of cultural expertise, and the tension of working away from home, family, and friends in a physically and emotionally stressful environment. While human resource problems were certainly not the *only* issues at hand, they likely played a role in the problems described above. Perhaps implementing scientific approaches to selecting and placing paid and unpaid workers could have minimized the problem of incompetence mentioned above. In addition, improved training may have equipped workers with a clearer understanding of how to deliver aid in a respectful and appropriate manner.

The dilemmas that occurred after the 2004 tsunami illustrate but a few of the innumerable aspects of humanitarian work which could benefit from our field's scientist-practitioner model and its data-driven techniques, tools, and recommendations. Other examples include: recruiting online and on-site volunteers for humanitarian work; selecting, funding, and training would-be entrepreneurs from developing countries; dealing with conflict stemming from discrepancies in pay which occur when

personnel from different parts of the world work side-by-side on a common aid project; and fine-tuning the development of health workers' skills to enable the provision of health care at an economically sustainable level to the poorest of the poor (Carr, 2007, 2008; Thompson, in press).

W&O Psychology's Participation in Global Poverty Reduction: Challenges and Solutions

The field of W&O psychology has a varied history, which naturally differs across the numerous countries to which IAAP members belong. Despite this diversity, it is safe to say that in most countries, our field's beginnings were prompted by the need for scientific solutions to problems faced by military, government, and/or for-profit organizations. According to Carr (2007), our field "...has often been responsive and adaptive to its social and economic context (Koppes, 2007), albeit sometimes as a servant of power rather than powerlessness (Baritz, 1960)" (p. 43).

Indeed, although there are certainly individual W&O psychologists doing high-quality and important humanitarian work, our discipline thus far has not had a sufficiently strong, collective voice in sectors pertaining to aid, development, and poverty reduction. Why? A simple answer would be "dollars and cents." Perhaps we have been most receptive to those who can afford to pay us well. If this is true, we may need to take a critical look at the ethical implications of such a collective practice, which would seem to be at odds with the principles set forth in the Universal Declaration of Ethical Principles for Psychologists ("Universal Declaration," 2008). These principles were unanimously adopted by the IAAP Board of Directors on July 26, 2008.

But maybe the answer above is *overly* simplistic, ignoring other issues which might serve to minimize our contribution to humanitarian work. Perhaps, for example, our historical lack of participation in global poverty reduction has partially stemmed from a lack of opportunity. In 2001, an author writing for the Society for Industrial and Organizational (I-O) Psychology's (SIOP's) quarterly publication, *TIP*, had this to say: "...I was asked to write an article for *TIP* featuring I-O psychologists who do pro bono work. As I sought such people, I was surprised to discover that relatively few of us engage in pro bono projects. In fact, many of the people I spoke with were not aware of any pro bono opportunities" (Klein, 2001, n.p.).

In short, perhaps we have done a poor job identifying, creating, and advertising opportunities to apply W&O psychology's research and best practices to poverty reduction. Creating pro bono work opportunities for those interested in donating their time and skills is one way to increase our collective contribution to humanitarian work efforts. Of course, most W&O psychologists are busy people. Thus, finding the time for such work is going to be an issue. A prominent W&O psychologist concerned with this problem commented on this dilemma a number of years ago, offering the following frank remarks: "Who has time for this? ... A few years ago I attempted to do some pro bono work in the area of job-seeking skills and employability skills training with individuals on probation. I learned a tremendous amount during the months I was involved with this effort, but I felt I could not continue to make the time commitment required" (Ryan, 1999, n.p.).

On the other hand, it should be noted that W&O psychologists throughout the world "donate" their scarce time on a daily basis by doing helpful things they are not obligated to do. They serve as anonymous peer reviewers for journal manuscripts. They organize conferences. They serve on professional committees. They assume unpaid leadership positions in IAAP, SIOP, EAWOP, and other professional associations. They edit newsletters. They mentor students. And they engage in a host of other citizenship behaviors that are not formally required. Why?

According to social exchange theory, we help because we gain something from doing so. That is, we implicitly calculate the costs and rewards and engage in helping behaviors when the cost:benefit ratio is in our favor (Myers, 2005). Although such an analysis may fail to leave us feeling "warm and fuzzy" inside, it warrants some consideration when contemplating how to maximize our field's contributions to poverty reduction initiatives. Concerted efforts to minimize the costs and maximize the benefits to W&O psychologists may encourage participation in the humanitarian work domain once opportunities to contribute are identified, created, and advertised.

Costs can be minimized by incorporating humanitarian work into W&O psychologists' pre-existing roles. For instance, organizations interested in engaging in Corporate Social Responsibility could

donate their W&O psychologists' time, permitting practitioners to dedicate a percentage of their paid work hours to humanitarian projects. If advertised effectively, such a strategy could serve an employer well. It could promote consumer loyalty and function as a mechanism for recruiting talented W&O psychologists who have a desire to contribute to global poverty reduction. In addition, university faculty members who are already responsible for supervising student theses, dissertations, and internships could do so in the humanitarian work domain, enabling them to contribute in a supervisory capacity without substantially adding to their workload. In the spirit of "service learning," hands-on projects applying W&O psychology to humanitarian needs could also be incorporated into undergraduate and graduate students' coursework.

Meanwhile, benefits can be maximized by creating helping opportunities which allow: researchers to collect data in which to test their theories, students to gain hands-on experience to increase their marketability when it is time to apply for jobs, and scientists/practitioners to gain recognition for doing good deeds. To this end, perhaps professional organizations (e.g., SIOP, EAWOP, IAAP, or the newly formed Alliance between these three organizations) could implement awards for outstanding research and/or practice in the humanitarian work domain. This would be similar to awards such as the Distinguished Professional Contributions Award, the Distinguished Scientific Contributions Award, the Distinguished Teaching Contributions Award, and others, which SIOP administers on a regular basis.

Network for Humanitarian Work Psychology: Ushering in a New Era

The convergence of a variety of disparate, facilitating trends indicates that now is precisely the right time to increase W&O psychology's role in humanitarian efforts. As suggested above, our field could capitalize on trends toward Corporate Social Responsibility in the workplace and Service Learning (i.e., a pedagogical technique that combines academic curricula and meaningful service) in university settings. Another facilitating trend includes the concerted focus on volunteerism which is said to characterize the up-and-coming generation of W&O psychologists. According to recent reports, youth volunteerism and activism have surged in recent years, with much of this upswing attributed to the Internet (Helman, 2008; Koch, 2008; Levy, 2008). Finally, the increasing globalization of W&O psychology (Kraut & Mondo, 2009) is an additional trend that can be leveraged to advance our field's participation in global poverty reduction initiatives.

A particularly important development and step in the right direction occurred on June 24, 2009 – a date which marked the first-ever meeting of a Global Task Force on Humanitarian Work Psychology (HWP) and the establishment of an associated HWP Network. The Global Task Force is "a Steering Committee of I-O practitioners, academics, and students with a broad representation of low-to-high-income countries ushering in a new era of greater practical application of I-O expertise to the humanitarian arena" (Global Task Force, n.d., p. 1). Global Task Force members represent more than 10 different countries and involve several IAAP members including Division 1 President José Maria Peiró.

The aforementioned HWP Network is described as "an international, non-partisan organization for anyone interested in practicing, promoting, developing, or learning more about HWP: the application of Organizational Psychology to the humanitarian arena. The organization's mission is to foster the practice, promotion and development of HWP by unifying an international community focused on aligning prosocial agendas and decent work with local needs. Guided by its Steering Committee, the Global Task Force for Humanitarian Work Psychology, the organization will work to:

1. Promote a paradigm shift with a socially responsible agenda in the field of I-O psychology.
2. Unify the international community of I-O psychologists and other professionals in addressing humanitarian issues.
3. Increase awareness that I-O psychology has a presence in the humanitarian arena, and publicize its past, present, and future contributions.
4. Articulate (in layman terms) research and project results as a means for influencing policy and practical application of development and aid efforts.

5. Lobby for a presence and voice where humanitarian policy decisions are made (e.g., UN, World Bank).
6. Provide a resource for effective development and aid suggestions.
7. Encourage new and collaborative projects, case studies, and research with a practical focus.
8. Provide career development suggestions and opportunities that coincide with and expand the traditional I-O approach.
9. Increase the representation and opportunities for I-O psychologists from lower- and middle-income countries.
10. Offer data-sharing of past and present research from projects around the world – increasing the positive application of data to local communities – to whom the data truly belongs” (Global Task Force, n.d., p. 1).

As suggested above, the newly established HWP Network is intended to function as a much-needed conduit for identifying, creating, and advertising opportunities to involve W&O psychology in global poverty reduction. Though the network is in its infancy, it holds great promise for the future. Readers who are interested in learning more and/or getting involved with this network are welcome and encouraged to do so via the following avenues:

- To learn more, visit the HWP Network’s website: www.humworkpsy.org
- To join the “Povio-intranet for HWP” list serve, send an e-mail message to sympa@lists.massey.ac.nz with “Subscribe Povio” in the title/subject line of the e-mail message.
- Facebook: group HWP Network
- To speak to an HWP Representative, call 00+1+301-300-7463 or e-mail iohumanist@gmail.com

Conclusion

There are innumerable global poverty needs which the field of W&O psychology is equipped to address. Strategically carving out a role in the humanitarian work domain will enable us to increase our collective impact in the near and distant future. This article discusses some of the challenges associated with this ambition and also presents ideas for overcoming the challenges. Recent trends in the world of work as well as an emergent network of W&O psychologists focused on Humanitarian Work Psychology can be leveraged to increase our field’s contributions to the Millennium Development Goals in general and global poverty reduction in particular.

References

- Baritz, L. (1960). *The servants of power: A history of the use of social science in American industry*. New York: Science Editions.
- Carr, S. C. (2007, July). I-O psychology and poverty reduction: Past, present, and future? *The Industrial-Organizational Psychologist*, 45 (1), 43-50.
- Carr, S. C. (2008, April). How can I-O psychology assist with the global promotion of human rights to health and social inclusion? *The Industrial-Organizational Psychologist*, 45 (4), 79-81.
- Fritz Institute (2005). *First-ever survey of relief recipients relates aid dissatisfaction with lack of preparedness and logistical failures*. Retrieved July 4, 2009, from <http://www.fritzinstitute.org/prsrmpR-FirstEverSurvey.htm>.
- Global Task Force for Humanitarian Work Psychology (n.d.). *Humanitarian work psychology*. Retrieved November 25, 2009, from http://www.humworkpsy.org/resources/HWP_Brochure.pdf
- Helman, S. (2008, November 24). Youths propel a push toward volunteerism: Change predates Obama's overtures. *The Boston Globe*, p. A1.

- Klein, E. (2001, January). Pro bono: What, why and how? *The Industrial-Organizational Psychologist*, 38 (3). Retrieved November 25, 2009, from <http://www.siop.org/tip/backissues/TipJan01/17Klein.aspx>.
- Koch, W. (2008, March 13). Internet spurs upswing in volunteerism: Youths use networking websites to organize quickly for causes. *USA Today*, p. 3A.
- Koppes, L. L. (2007). (Ed). *Historical perspectives in industrial and organizational psychology*. Mahwah, NJ: Erlbaum.
- Kraut, A. I., & Mondo, L. (2009, July). SIOP goes global. Or is it the other way around? *The Industrial-Organizational Psychologist*, 47 (1), 33-40.
- Levy, J. (2008). Beyond “boxers or briefs?” *Phi Kappa Phi Forum*, 88 (2), 14-16.
- Marks, K. (2007, December 26). Three years on from the Boxing Day tsunami, have the countries recovered? The big question. *The Independent*, p. 34.
- Millennium Project (2006). *What they are*. Retrieved July 16, 2009, from <http://www.unmillenniumproject.org/goals/index.htm>.
- Myers, D. G. (2005). *Social psychology* (8th ed.). Boston: McGraw-Hill.
- Perlez, J. (2006, July 27). Aid groups are criticized over tsunami reconstruction. *The New York Times*, p. A3..
- Ryan, A. M. (1999, April). SIOP'S pro bono initiative. *The Industrial-Organizational Psychologist*, 36 (4). Retrieved November 25, 2009, from <http://www.siop.org/TIP/backissues/Tipapr99/Tipapr99.aspx>.
- Thompson, L. F. (in press). Organizational psychology’s role in poverty reduction. *International Association of Applied Psychology (IAAP) newsletter*, 2009.
- Universal declaration of ethical principles for psychologists*. (2008). Retrieved July 16, 2008, from http://www.cpa.ca/cpsite/userfiles/Documents/Universal_Declaration_asADOPTEDbyIUPsySIAAP_July2008.pdf.

Submitted by:

Lori Foster Thompson
 North Carolina State University
 USA
 (lfthompson.mail@gmail.com)

10. BOOK ANNOUNCEMENT

Negotiations between State Actors and Non-State Actors: Case Analyses from Different Parts of the World

Edited by Raymond Saner & M. Varinia Michalun

Diplomacy Dialogue, CSEND, Geneva, Switzerland & MPA-Sciences Po., Paris, France

With the end of the Cold War came a proliferation of actors partaking in disputes, be they at local, regional, national or international levels. This growing multiplicity of actors behind conflict and behind the negotiation process has not only made negotiation practice more demanding, but also leads to a need for further development in negotiation theory. This book takes a step closer to the reality of international conflicts by adding a special focus on the relation(s) between state and non-state actors. Today's world has gone beyond state-to-state negotiations and conflicts. While these traditional forms of engagement still exist, the more rapid developments have occurred at the boundary of social and political conflicts. The State's strict jurisdiction over diplomacy as a tool for conflict resolution is being increasingly challenged by economic actors and civil society actors. This new overlapping of convergent and divergent interests between these multiple actors is the focus of the book.

Raymond Saner is a professor at the University of Basel and teaches at Sciences Po, Paris (MPA) and at the University of Geneva (IOMBA). He has pioneered the field of business diplomacy and contributes to the study of multistakeholder diplomacy within the field of diplomacy.

Ms M.Varinia Michalun holds a MA in Public Affairs from Sciences-Po, Paris and an Bachelors degree in international economics from the Georgetown University, School of Foreign Service. She currently works in the area of public governance.

Submitted by:

Professor Raymond Saner, Ph.D.
Organisation and International Management
University of Basle,
Switzerland
Director. Diplomacy Dialogue, CSEND
[*\(saner@diplomacydialogue.org\)*](mailto:saner@diplomacydialogue.org)

11. WOP Journals

11.1 Journal of Work and Organizational Psychology (Revista de Psicología del Trabajo y de las Organizaciones)

A year before it turns 25, the Journal of Work and Organizational Psychology (in Spanish, *Revista de Psicología del Trabajo y de las Organizaciones*) enters a new era what makes it the most senior psychological journal in Spain. Since 2009, JWOP will cover only original empirical papers. The journal accepts papers both in Spanish and in English. Editorial management of manuscripts will be carried out on line.

The new staff consists of an editor (Jesús Salgado), four associate editors (Francis J. Medina, Silvia Moscoso, Ramón Rico and Carmen Tabernero) and an editorial board that includes Spanish and renowned foreign researchers as members. Revision of manuscripts will follow the most strict anonymous peer-review standards. Manuscripts will also to meet strict APA standards. There is clear commitment with gaining international visibility of which quality is a must.

Aim and Scope of JWOP

The journal will publish mainly empirical research of interest for psychologists to be a contribution to knowledge in the fields of Work and Organizational Psychology, Human Resources, Organizational Behavior, Personnel Psychology covering also behavioral, cognitive and neuroscientific aspects of employment relationships, ergonomics and human factors. Exceptionally, JWOP will accept manuscripts that are reviews of a specific topic or theoretical approach. The journal will publish mainly papers sent by any authors but also occasional contributions requested to prestigious researchers and special issues –all papers will undergo an anonymous peer-revision. Without meaning to be exhaustive, JWOP will cover topics such as decision making, personnel selection, training, leadership, organizational change, organizational culture and climate, motivation, teamwork, occupational health, stress, work satisfaction, performance assessment, compensation, attrition, conflict and negotiation, work attitudes, work-family balance, equity, organizational interventions, utility studies, cross-cultural issues, methodological studies, new paradigms, models and theories and other papers connecting Work and Organizational Psychology with other psychological disciplines such as Social Psychology and Cognitive Psychology.

Manuscripts and the Revision Process

Every manuscript will be revised by two or three revisers depending on the paper. At least one reviser will be a consulting editor apart from the editor or an associate editor (acting as action editor) who will be responsible for the decision to publish the paper. Potential authors should know the criteria used by the editor and associate editors to make their final decision, including a) the fit of the paper to the journal objectives in terms of its content; b) contribution of the paper to the knowledge of the topic; c) novelty, empirical and argument support of hypotheses along with the evidence for the research; d) pertinence of methods, measures and procedures for data gathering; e) appropriate sampling in terms of size, representativeness and adequacy for the study; f) adequacy of statistical analysis; g) relevance of the topic and the results for the practice of Work and Organizational Psychology; h) clarity and conciseness; and i) formal presentation of the manuscript. All scientific journals strive to shorten the publishing process –some of them even try to complete the process in less than four weeks. Trying to be cautious, our aim in this regard is to have the publication ready in around 10 to 12 weeks –thinking both of revisers and authors alike.

Submitted by:

Jesús Salgado, Editor

*Colegio Oficial Psicólogos,
Madrid, Spain*

jesus.salgado@usc.es; <http://www.copmadrid.org/webcopm/resource.do>

11.2. Social Science Information: Special issue

Ana Cristina Costa and José María Peiró have edited a special issue of Social Science Information on “**Trust and social capital in teams and organizations**”. The issue includes eight articles, dealing with recent advances in this field. Concretely, the articles published in this special issue are:

Ana Cristina Costa and José M. Peiró

Trust and social capital in teams and organizations — antecedents, dynamics, benefits and limitations: an introduction

Vicente Martínez-Tur and José M. Peiró

The trust episode in organizations: implications for private and public social capital

Karen van der Zee, Menno Vos, and Kyra Luijters

Social identity patterns and trust in demographically diverse work teams

Ana Cristina Costa, Katinka Bijlsma-Frankema, and Bart de Jong

The role of social capital on trust development and dynamics: implications for cooperation, monitoring and team performance

Ramón Rico, Carlos-María Alcover, Miriam Sánchez-Manzanares, and Francisco Gil

The joint relationships of communication behaviors and task interdependence on trust building and change in virtual project teams

Ana Zornoza, Virginia Orengo, and Vicente Peñarroja

Relational capital in virtual teams: the role played by trust

Sjoerd van den Heuvel and René Schalk

The relationship between fulfilment of the psychological contract and resistance to change during organizational transformations

Markus Schöbel

Trust in high-reliability organizations

Submitted by:

Prof. Jose M. Peiró,
University of Valencia
Valencia, Spain
(Jose.m.peiro@uv.es)

11.3. Canadian Journal of Administrative Sciences: Virtues in Organizations: Cultivating Creativity, Collaboration, and Collective Well-being

Call for papers

Deadline for Submission: **December 31, 2009**

Guest Editor: Professor Mitchell J. Neubert
Gibson Chair of Management Development
Baylor University
Hankamer School of Business
Department of Management and Entrepreneurship
E-mail: Mitchell_Neubert@baylor.edu

Virtues are inherently worthwhile, but the practice of virtue in organizations also can be linked to the vitality and viability of organizations. The focus of this call is to bring together theory and research that demonstrates how virtue as practiced individually, in groups, or collectively in organizations can cultivate an environment in which members flourish and organizations thrive. We are interested in theory and research that addresses the links between virtuous leadership or virtuous member behavior and important variables such as creativity, innovation, collaboration, commitment, satisfaction, and performance. In particular, we welcome studies that demonstrate a virtuous cycle of effects at multiple-levels of analysis and among multiple stakeholders.

All submitted papers must adhere to the formatting guidelines of the American Psychological Association (APA format) and should not exceed 40 pages (including references, tables, and figures). Please visit the CJAS website at cjas.mcmaster.ca for further APA guidelines. All papers submitted to CJAS will undergo a “blind” peer review.

Please email submissions to cjas@mcmaster.ca to the attention of the guest editor and indicate in the subject heading that the submission is intended for the special issue on “Virtues in Organizations: Cultivating Creativity, Collaboration, and Collective Wellbeing.” *Please note that only submissions to the Special Issue should be sent via email. All other submissions to CJAS must be sent via the online submission site, which can be accessed from the CJAS website.*

CJAS celebrated its 25th anniversary in 2008, is an ISI listed journal (search ISSN -0825-0383), and is published by Wiley-Blackwell. Papers accepted for publication will be accessible electronically from the Wiley-InterScience Platform, as well as appear in the hard print of the journal.

Note: This special issue is being mounted in conjunction with The First Meeting of the International Network of Business and Management Journals, Valencia Spain, June 1- June 4, 2010. Authors may wish to present their research in that forum. Visit <http://www.inbam.net> for details.

12. FUTURE CONFERENCES, CONGRESSES, WORKSHOPS AND SCHOOLS

12.1. WOP Conferences and Congresses (2009-2011)

BPS Postgraduate Occupational Psychology Conference (POP)

January 12-13, 2010

Brighton, UK

URL: <http://www.bps.org.uk/pop2010/>

BPS Division of Occupational Psychology Conference (DOP)

January 13-15, 2010

Brighton, UK

URL: <http://www.bps.org.uk/dop2010/>

9th Conference of the European Academy of Occupational Health Psychology (EAOHP)

March 29-31, 2010

Rome, Italy

URL: <http://eaohp.org/conference.aspx>

25th Annual SIOP Conference

April 8-10

Atlanta, USA

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

71st Annual Convention of the Canadian Psychological Association

June 3-5, 2010

Winnipeg, Canada

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

6th International Interdisciplinary Conference. Gender, Work and Organization

June 21-23, 2010

Keele, UK

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

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

June 29 – July 1, 2010

Sheffield, UK

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

27th International Congress of Applied Psychology

July 11 - 16, 2010

Melbourne, Australia

URL: www.icap2010.com

2010 Annual meeting of Academy of Management

August 6-10, 2010

Montréal, Canada

URL: <http://annualmeeting.aonline.org/2010/>

15th European Congress of Work and Organizational Psychology

May 25-28, 2011

Maastricht, the Netherlands

Submitted by:

Kristina Potocnik

University of Valencia

Valencia, Spain

(Kristina.potocnik@uv.es)

**12.2. Gender, Work and Organization:
6th international interdisciplinary conference
21st – 23rd June, 2010**

Call for abstracts

Frayed Careers: rhythms of working lives

Stream Convenors

Ida Sabelis, VU University Amsterdam, The Netherlands

Elisabeth Schilling, ISEG Hannover, Germany

In the realm of diversity (management) research, research on ageism in particular has produced a number of studies focused on specific barriers in women's careers during the different phases of our working lives. On the one hand, we find studies about young women facing primarily problems of work-life-balance (Leccardi, 2004; Hilbrecht et.al 2008). On the other hand we find studies addressing specific problems of „the older worker“ (i.e. from an ever younger age – compare Duncan & Loretto 2004, Hofmeister et.al 2006, Walker et.al. 2007). Generally, careers are considered to be a linear life project, in which we are supposed to climb the ladder of success. Addressing ageism bridges several perspectives on careers in terms of rhythmicity in working lives. We argue that combining age and gender contributes to new perspectives on working life (also Yerkes, 2009): the rational, step-by-step approach towards the fulfilment of one's development in work basically entails masculine norms affecting both men and women and keeping them from reflecting over the rhythms of life and work.

Women around the age of thirty are sometimes seen as jugglers trying to meet contradictory expectations: striving to be/come committed and dedicated professionals, caring mothers and daughters, supportive spouses, cooperative neighbours, and so on (Acker, 2006). By this time women often experience career „failures“, or so called „dips“, which they tend to attribute to their own personality or assumed incapacity to meet the general standards of working full time and doing care work. Studies about women older-than-forty show women confronted with conflicting expectations of a slightly different kind. They are expected to be fully qualified professionals, by this time having achieved the highest level in their career as well as in their family lives. Simultaneously, they are not expected to be in their best mental and physical form anymore: in working life women after forty / fifty are not supposed to have a great learning ability, be open for

new ideas, or be productive at all. Decline is on – despite the current political demand that people should be productive after sixty-five and postpone retirement.

Young women as well as their older sisters (of whatever age) face similar experiences in the sense of contradictory, inconsistent expectations that make up often invisible career barriers and hinder acceptance of their competences and qualifications. Despite the changes in the last decades towards more women pursuing careers, the combination of gender and age is largely understudied. Life itself follows a non-linear pattern; social constructions of age and gender constitute this. Since the traditional male career proceeds in a linear, accumulative way it is still perceived as normal or preferable way of work life design. On this account the female, or patchwork careers are perceived as frayed, not normal, and with different consequences for organizational decisions (e.g. promotion, tenure, appointments etc.), reflexive shifts, individual well-being or personal decisions of women concerned (e.g. reduction of work time and/ or engagement and renouncement of career ambitions).

A lot has been written about the discrimination of women in different age stages because of their „abnormal“ or „typical“ work-life arrangements. This research perspective however ignores the aspect of rhythmicity in working life as the different stages are usually studied apart from each other. We propose to explore the stages of working life (lives) as interlinked and bio-graphic: marking, as it were, a ladder of recurrent hurdles on a meandering path. After all, rhythmicity refers to the reiteration of similarities over time, usually detectable via patterns of behaviour, stories, experiences and observations.

In our stream we focus on rhythmicity of careers, in particular on what happens during the liminal stages, or on the boundaries marking transition periods, or transformations. Women in their thirties and „older“ women are two ways of pinpointing transitions periods in working lives attached to rhythms of life. We are sure that the timescape of female careers is more complex; a vast realm to be discovered and problematized. We are interested in the organizational (managerial) as well as the individual perspective/s; we welcome contributions of a theoretical as well as empirical nature and work-in-progress. Furthermore, we are very interested in inter-cultural, inter-generational and inter-organizational comparisons.

The papers presented in the stream could pick up one or several following questions:

What happens during liminal / transitional career stages and why? How are events in female biographies (e.g. marriage, child birth, care need of a family member) related to different career episodes? Is it a social attribution, which forces a woman to take over a new “role” after biographic events or in a certain age? Is it the perception of roles and ruptures, abilities and possibilities, which results in different behaviour and different perception of the self? What has changed, if anything, in the past decades and who benefits of change?

How do women perceive the non-linearity of their careers? Which emotions are connected to recurring ruptures? Do we perceive changes as a privilege, a burden or „fate“? How do we explain and evaluate transitions and their consequences? Which specific (gendered) strategies of career management are being used in expectation of a transition period, during this period and after it?

Abstracts of approximately 500 words (ONE page, Word document, single spaced, excluding references) are invited by 1st November 2009 with decisions on acceptance to be made by stream leaders within one month. All abstracts will be peer reviewed. New and young scholars with 'work in progress' papers are welcomed. In the case of co-authored papers, ONE person should be identified as the corresponding author. Note that due to restrictions of space, multiple submissions by the same author will not be timetabled. Abstracts should be emailed to both convenors at ihj.sabelis@fsw.vu.nl and elisabeth.schilling@googlemail.com. Abstracts should

include **FULL** contact details, including your name, institutional affiliation, mailing address, and e-mail address. *State the title of the stream to which you are submitting your abstract abstract.*

For additional information, please visit:

<http://www.blackwellpublishing.com/journal.asp?ref=0968-6673>

http://www.keele-conference.com/conferences_delegate.htm

12.3. 5th Workshop on Trust Within and Between Organizations (Madrid, Spain, January 28-29, 2010)

In the past decade, issues of trust in inter- and intra-organizational relationships have been increasing in importance on the agendas of organizational scholars, legitimated by changes in the social structure of societies, economic exchange relations and organizational forms. Due to deterioration in the binding power of reciprocal obligations, of hierarchical relations and of social institutions relying on hierarchy to sanction deviant behavior, other mechanisms seem to be required to support co-operative behavior in interactions. Within firms, lateral relationships and alliances are growing in importance, while new linkages between firms are being formed to achieve and maintain competitive advantage in the marketplace. In network forms and alliances, organizational performance becomes increasingly dependent on trustful relations between individuals and groups. A related development is the globalization and virtualization of markets and relations within and between organizations. Emerging 'new communities' like virtual teams and global business networks may bring new problems and related trust requirements that permanently challenge current insights within the field.

By establishing an international forum for scholars from different disciplines, the workshop series seeks to make a contribution to the development of an international research program on 'Trust within and between Organizations.' The first four Amsterdam workshops on this theme, organized in 2001, 2003, 2005 and 2007, each succeeded in bringing together scholars from over 20 countries and a wide range of disciplines, such as economics, marketing, work and organization psychology, sociology of organizations, political sciences, information sciences and linguistics. At the first workshop, the participants decided to organize themselves in FINT, the First International Network on Trust. FINT aims to further international cooperation in trust theory and research (for membership, mail to : r.zolin@qut.edu.au).

FINT members have since organized tracks on trust at 2002 and 2003 EURAM conferences, 2004 till 2008 EGOS colloquia, and symposia at the Academy of Management 2002, 2005, 2007 and 2008 meetings. FINT actively aims to further publications on trust, preferably co-authored by scholars from different countries. Workshop- and track papers have been brought together in special issues on trust of *Personnel Review* (2003, vol 32, 5), *Journal of Managerial Psychology* (2004, vol 19, 6) and *Strategic Change* (2005), an edited volume on 'Trust under pressure' (Edward Elgar, 2005) and special issues on 'Trust and control' of *International Sociology* (2005) and *Group and Organization Management* (2007). Currently FINT members have taken initiatives to edit a *Handbook on Trust Research Methodology*, to be published by Edward Elgar, and a volume about *Trust across Cultures*, to be published by Cambridge University Press.

The workshop will include the following distinguished speakers: **Ranjay Gulati** (Harvard Business School, USA), **Sirkka L. Jarvenpaa** (University of Texas at Austin, USA), and **Denise M. Rousseau** (Carnegie Mellon University, Pittsburgh, USA). There will also be 10 special sessions: Trust and reputations, Trust and control in organizational relationships, Trust in the context of negotiation and conflict resolution, Theorizing about trust across contexts, Trust and retrenchment, Trust in buyer-seller relationships, Cooperation and trust in small and new enterprises, Trust at the

organizational level, When trust makes sense in inter-firm relations (and when not), and Trust within and between organizations in the third sector and public sector.

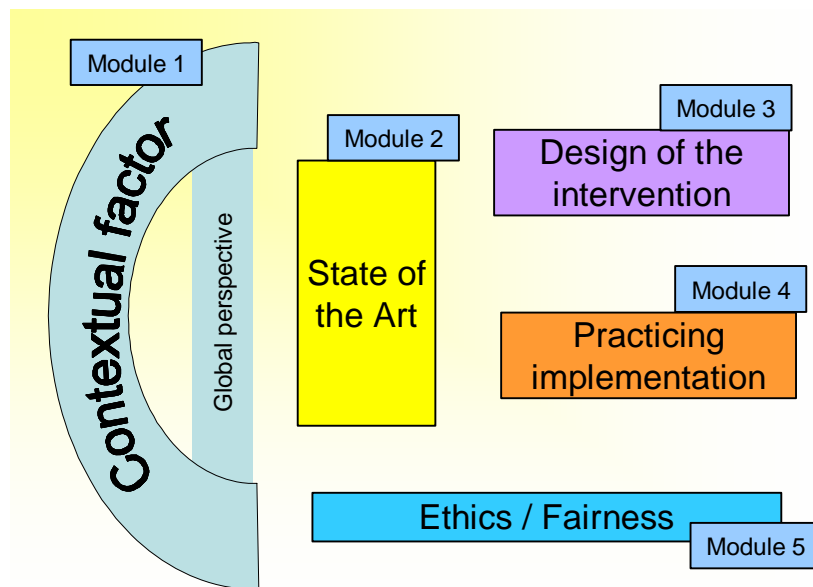
More information at:

http://www.eiasm.org/frontoffice/event_announcement.asp?event_id=669#1903

12.4. III European Erasmus Mundus Master on WOP-P: WINTER SCHOOL Bernhard Wilpert (Coimbra, Portugal, November 2009-march 2010).

The **Winter School (WS)** is a joint intensive learning unit planned and organized by the five Universities of the consortium as a part of the Master WOP-P educational program (see Study Program, Annex V, Block 10). The WS was organized in five modules in the field of Personnel or of Organizational Psychology:

- Module 1: Contextual factors.
- Module 2 State of the art of one topic in the field of the Winter School chosen by the groups of students.
- Module 3: Design of interventions.
- Module 4: Workshop on implementing one intervention.
- Module 5. Seminar on ethics and organizational justice.



TIME PERIODS AND PHASES OF THE WINTER SCHOOL

As it is described in the section devoted to the winter school on the web page of the master (<http://www.uv.es/erasmuswop/WS.htm>) every winter school involves three stages:

1. **Preparation phase (e-learning) 2nd of November 2009- 21st February 2010:** Tasks involved in this stage are reading articles from journals and book chapters and preparing exercises and presentation. This part of the winter school will be supported by appropriate technology for distance learning (AULA VIRTUAL).
2. **In residence phase. 22nd of February 2010-5th of March 2010** in Coimbra, Portugal. During this internship the program will include the following activities:
 - Lectures from the invited staff.
 - Presentation from the students individually and/or in group according to the instructions given by the teaching staff and prepared during the preparation stage.
 - Workshop on development of interventions related to the topic of the winter school.
 - Case study and group project
 - Other activities, as formulated in the final program or in the syllabus by the teaching staff.
3. **Final Assignment phase: (e-learning) 6th March 2010- 31st of March 2010.** Each student will prepare a paper (max. 1400 words).

12.5. The Second EAWOP Early Career Summer School (Valencia, Spain, from 11th to the 17th of September 2010)

EAWOP (The European Association of Work and Organizational Psychology) is happy to announce **The Second EAWOP Early Career Summer School** in Valencia from the 11th to the 17th of September 2010.

The summer school will be organised by José Maria Peiró and his team from the University of Valencia. Several prominent senior scholars are invited to contribute and participate in the summer school.

The aim of EAWOP summer schools is to support young scholars in the field of work and organizational psychology and increase their opportunities for networking and professional exchange. Qualified participants are young scholars who have obtained their PhD within the past 5 years.

The summer school will consist of a variety of activities:

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

EAWOP summer schools are of high academic standard. Therefore, the selection of applicants will be based on the quality of their application (abstract) while at the same time securing a broad national spread.

Information on the program, application procedure, deadlines and practical information will be posted at the EAWOP web page www.eawop.com. For further information or queries contact: Carmen.carmona@uv.es

Please feel free to disseminate this information to potential participants of the second EAWOP summer school.

12.6. 68th Annual ICP Conference
“Psychological Values Around the World”
 (Chicago, Ill, USA, (August 3rd—August 7th, 2010)

FIRST CALL FOR PROPOSALS



International Council of Psychologists

A non-governmental organization in Special Consultative Status with the Economic and Social Council and the Department of Public Information of the United Nations. Website: <http://www.ICPweb.org>

68th Annual ICP Conference, Chicago, Ill, USA

August 3rd—August 7th, 2010

Board Meetings: August 2nd (Mon) & 3rd (Tues)

To be held at:

The Chicago School of Professional Psychology
 325 N.Wells, Chicago, ILL, United States

Theme:

“Psychological Values Around The World”

SUBMIT Proposals TO:

ICP Scientific Program Chair
 Dr. Ludwig F. Lowenstein
 Allington Manor
 Fair Oak
 Eastleigh
 Hampshire
 SO50 7DE
 U.K.

EMAIL:
ludwig.lowenstein@btinternet.com

Telephone: 00 44 2380692621

INCLUDE with each SUBMISSION:

Complete Contact Information:

- Work and home address, email, telephone number.
- ICP Membership Status
- Include contact information & ICP status of all PARTICIPANTS in the session.

EARLY SUBMISSION DEADLINE: DECEMBER 22ND 2009

LATE SUBMISSION DEADLINE: FEBRUARY 27TH 2010

Guest Speakers and Social Itinerary to be announced.

Enquiries to: ICP President, Dr Ann M. O’Roark, 400 Misty Morning Lane, St

Augustine, Florida, USA

Email: annoroark@bellsouth.net

Telephone: USA 904 461 3382

13. IAAP MEMBERSHIP APPLICATION FORM

To subscribe to the IAAP online, please visit <http://www.wiley.com/bw/memb.asp?ref=0269-994X>. Click on the dues that apply to you and fill in the online application form. Otherwise, please fill in the below form and send it to the indicated address.

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):

- Organizational Psychology (1)
- Psychological Assessment and Evaluation (2)
- Psychology and National Development. (3)
- Environmental Psychology (4)
- Educational, Instructional and School Psychology (5)
- Clinical and Community Psychology (6)
- Applied Gerontology (7)
- Health Psychology (8)
- Economic Psychology (9)
- Psychology and Law (10)
- Political Psychology (11)
- Sport Psychology (12)
- Traffic and Transportation Psychology(13)
- Applied Cognitive Psychology (14)
- Student Division (15)*
- Counseling Psychology (16)
- 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 and EAWOP 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: Janel.Gauthier@psy.ulaval.ca

MEMBER DETAILS :

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

PAYMENT DETAILS:

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

Cheque/money order made payable **Blackwell Publishers.**
 Please charge my: American Express Diners Club MasterCard Visa
 Card Number: _____ Expiry Date: _____
 Amount: _____ Name on Card: _____
 Signature: _____ *Credit card orders are not valid without a signature.*

Please return your completed form to:

John Wiley & Sons Ltd, PO Box 808, 1-7 Oldlands Way, Bognor Regis, PO21 9FA, UK
 Tel: +44 (0)1865 778171, Email: cs-membership@wiley.com

14. IAAP DIVISION 1 EXECUTIVE COMMITTEE

President

Jose M. Peiró

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



Past-President

Virginia Schein

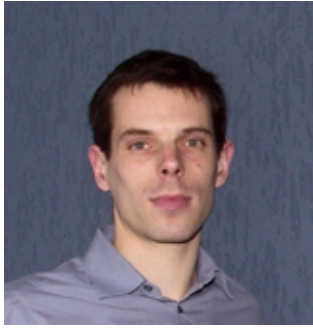
Gettysburg College
Management Department
Gettysburg, PA 17325-USA
Email: vschein@gettysburg.edu

President elect

Handan Sinangil

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



**Treasurer****Filip Lievens**

Ghent University
Department of Personnel Management
Work and Organizational Psychology
Dunantlaan 2,
Ghent-Belgium
Email: [filip.lievens at ugent.be](mailto:filip.lievens@ugent.be)

Secretary**Barbara Kożusznik**

Institute of Psychology
University of Silesia
ul.Grazynskiego 53
40-124 Katowice-Poland
Email: [kozuszni at us.edu.pl](mailto:kozuszni@us.edu.pl)

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

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

15. INFORMATION ABOUT EDITORIAL TEAM

Editor:

Prof. Lyudmila Karamushka

Institute of Psychology
 Laboratory of Organizational Psychology
 (Kyiv, Ukraine)
 2 Pan'kivska str.
 01033 Kyiv
 Ukraine

tel./fax + 38 044 288 07 19

*Please use editor's e-mail
 to submit contributions*

e-mail: lkarama01@yahoo.co.uk



Kristina Potocnik

University of Valencia (Valencia, Spain)

e-mail: kristina.potocnik@uv.es

Oksana Kredentser

Institute of Psychology
 Laboratory of Organizational Psychology
 (Kyiv, Ukraine)

e-mail: okred@mail.ru

