

International Association of Applied Psychology (IAAP)

Division 1. Work and Organizational
Psychology

Newsletter 2009 №1 July



**The Newsletter is issued by
Division 1 (Work and Organizational Psychology)
of International Association of Applied Psychology (IAAP)
(web-page: www.iaapsy.org/division1)**

EDITORIAL

Dear members of IAAP Division 1,

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

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Seminar on WOP problems and challenges in Poland and Ukraine (23 -28 September, 2009, Katowice, Poland).

9. Regional Conferences of Psychology

The South-East European Regional Conference of Psychology (30 October- 1 November 2009, Sofia, Bulgaria)

10. Future Conferences, Congresses and Workshops

10.1. 1st annual Business and Management Conference on developing Human Resource for the knowledge economy (1-2 September, 2009)

10.2. Second workshop on Business Diplomacy: Managing non-market corporate relationship capital (Brussels, Belgium, October 1-2, 2009)

10.3. 15th European Congress of Work and Organizational Psychology (May 25-28, 2011, Maastrich, The Netherlands)

10.4. WOP Conferences and Congresses (2008-2011)

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1. GREETINGS FROM THE PRESIDENT OF THE IAAP DIVISION 1



Dear members:

Here we are again with another issue of our electronic newsletter aiming to share with you information, activities and initiatives of our Division and those of its members. One of the most important events of our division that has taken place during the last month has been the launch of the **Alliance for Organizational Psychology** that **IAAP Division-1, SIOP and EAWOP** have initiated. During the SIOP conference in **New Orleans**, at the beginning of April 2009, the presidents of the three associations signed an agreement to work towards the development of this Alliance. Its **mission** is envisioned as to support and advance the science and practice of organizational psychology in the global world, and to expand its scope of application and contribution to society to improve the quality of working life. The Alliance should enhance the contributions of organizational psychology in the global society, to advance the science and practice of organizational psychology internationally and to promote cross-national cooperation and more effective communication among the members of the associations taking part in the Alliance.

In the same vein, aiming to enhance their cooperation, the three Associations have reduced the fees and opened their services to the members of the other ones. We are also installing some task forces and work groups aiming to make progress in the aims through cooperation. In fact, at the EAWOP conference in **Santiago de Compostela** (Spain) held from the 13th to 16th of May

2009 a Round table was organized to develop a white paper on **aging at work**, a relevant topic where the contributions of our science and profession may be important.

The zeitgeist of internationalization is flooding the “scene” and scientific and professional associations, in our and other fields, emphasize the importance of internationalizing. This trend is very welcome and it is interesting to see that what has been the ‘motto’ and mission of IAAP since its foundation in 1920, is now an issue which attracts a lot of interest. As it is described in the web page of our Association, the **International Association of Applied Psychology** is the oldest international association of psychologists. Founded in 1920, their members come from more than 80 countries. Its mission is succinctly stated in **Article 1** of its Constitution: *“...to promote the science and practice of applied psychology and to facilitate interaction and communication about applied psychology around the world”*. This can also be predicated of our Division, the largest one in our Association. The world of work and the one of the organizations is specially influenced by the globalization of the economy, the markets and the society. Nowadays, even for those who act in local context the global influence is present and noticeable.

In this context, our Division, and IAAP in general, can contribute to and benefit from the Alliance for Organizational Psychology that we have recently launched. In fact, our contribution may be specially important

because even if, in quantitative terms, the number of our members is not the largest one, our membership is specially qualified to make relevant contributions because its cultural diversity and national richness. IAAP, Division 1 has a membership coming from a broad array of countries with very different traditions, and is present in the five continents. Moreover, members from the different countries are researchers, academics and professionals specially keen and interested in international issues and are especially oriented to develop links and get knowledgeable about what is going on in the international context.

We need to take advantage from this, and we need to create **the platforms where this potential of social capital becomes social capital in use**. The contribution of every member of our Association may be relevant in the global context. Different perspectives are needed to deal with globalization. Gestalt psychologists were right when they emphasized that the whole is something else than the sum of its parts, but this can not be taken as a statement against the relevance of every part.

In his masterpiece work "Invisible Cities", Italo Calvino describe a passage where Marco Polo converses with the emperor Kublai Kahn: "Marco Polo describes a bridge stone by stone. 'But which is the stone that supports the bridge?' Kublai Kahn asks. 'The bridge is not supported by one stone or another', Marco answers, 'but by the line of the arch that they form'. Kublai Kahn remains silent reflecting. Then he adds: 'Why do you speak to me of the stones? It is only the arch that matters to me'. Polo answers: 'Without stones there is no arch'".

This is a clear metaphor that can apply to show the strength of our Division and Association. The great diversity of its membership offers an excellent curvature in which the richness of views, potential contributions and the approaches to relevant issues for our science and profession are now of more value than ever. Not one stone,

not one view, not one perspective, not one group (even if it is an important and powerful one) can produce the curvature. Without a diversity of stones and a proper alignment which respects the different forms of the stones there is no proper curvature and there will be no strong nor reliable bridges.

In order to understand and contribute to the relevant issues of work and organization, our Division 1, with a membership of scientists, academics and professionals from every continent, a large array of countries and a great diversity of cultures, represents an excellent source of inspiration and an important asset to contribute to the proper and rich understanding of the glo-cal society. Exchange of ideas, cooperation, interaction, tolerance and openness to the others views and approaches will generate a bridge with wonderful arches that will unite several sides and generate synergies based on the respect of the values and contributions of everyone. Only in this integrative way and in the respect for others' contributions it will be possible to have a bridge with a curvature that is at the same time strong and beautiful.

I hope you all share with me that contributing to the cooperation of the development of our science and professions with all the richness available in the different countries and cultures is an important opportunity. So, we need platforms, and spaces of fruitful interaction and cooperation. This is one of the most challenging and interesting opportunities for our profession and our discipline during the time we are living.

I look forward to hearing from you. Our division and our newsletter is at your disposal to serve the purposes of exchange, communication and cooperation. Now with the Global Alliance we can extend our opportunities of cooperation and exchange in an important way.

I wish you a great summer or winter holidays, depending in which hemisphere you are.

José M. Peiró
President of IAAP Division 1.

2. ALLIANCE FOR ORGANIZATIONAL PSYCHOLOGY INITIATIVE

On the 2nd of April 2009, during the SIOP annual conference opening plenary, Division 1 of Organizational Psychology of the International Association of Applied Psychology, the European Association of Work and Organizational Psychology, and the Society for Industrial and Organizational Psychology, signed a declaration to initiate an open and collaborative process with the objective of creating and promoting an Alliance for Organizational Psychology.



During the annual 2009 SIOP conference. José M. Peiró, Gary Latham and Franco Fraccaroli signed a declaration of collaboration for the Alliance for Organizational Psychology.

The green light for the creation of this alliance was given by the IAAP Board of Directors at the last meeting in Berlin in 2008. At this meeting José María Peiró, president of the Division 1, asked for the approval to start the cooperation with SIOP and EAWOP that would lead to a letter of agreement between implied associations. After obtaining the approval by the IAAP Board of Officers, the Presidents of the three associations signed a declaration to organize an open and collaborative process with the objective of founding the Alliance for Organizational Psychology.



The mission of the Alliance for Organizational Psychology (AOP) is envisioned as to support and advance the science and practice of organizational psychology in the global world, and to expand its scope of application and contribution to society to improve the quality of working life. The Alliance should enhance the contributions of organizational psychology in the global society, to advance the science and practice of organizational psychology internationally and to promote cross-national

cooperation and more effective communication among the members of the associations taking part in the Alliance.



During 2009 and the first half of 2010, representatives from the three associations will draft articles of incorporation, bylaws, and operational guidelines. The current plan is to establish the Alliance formally during the International Congress of Applied Psychology, July 11-16, 2010, in Melbourne, Australia. Any comments, suggestions, or ideas regarding this initiative are more than welcome. You could forward them to our mailing list (iaapdivision1@listserv.cop.es) so that all our members might have an opportunity to participate in the discussion.

For more information regarding this initiative and for the updates and progress, please visit www.allianceorgpsych.org.

3. IAAP DIVISION 1 AT THE INTERNATIONAL CONFERENCES

Since our last issue was published, Division 1 has actively participated at the SIOP annual conference that took place in New Orleans (April 1-3, 2009) and at the 14th European Congress of Work and Organizational psychology that took place in Santiago de Compostela (May 13-16, 2009).

At the SIOP conference, a special event was organized, entitled “*Fostering Effective International Practice and Research*”. Gary Latham, past president of SIOP, Franco Fraccaroli, past president of EAWOP, and José María Peiró, president of the Division 1 reflected on experiences in international collaboration and identified activities the associations might take to foster effective international practice and research. The event was moderated by Milton Hakel from Bowling Green State University. Furthermore, the joint activity of 3 associations was held on *Evidence-Based White Papers: An International Collaboration Between EAWOP, IAAP, and SIOP*. Robert Pritchard (on the behalf of SIOP), Nik Chmiel (on the behalf of EAWOP) and Robert Roe (on the behalf of Division 1) discussed this initiative of a new collaboration between EAWOP, IAAP, and SIOP to promote our field as having relevant inputs to public and private organizations, to foster interaction between different I-O and work psychology associations, to promote the use of evidence-based decision making in management and policy making, and to translate our research findings into a form decision makers can use. Finally, during the SIOP conference opening plenary, associations’ presidents signed a declaration to initiate a process of creating and promoting an Alliance for Organizational Psychology (AOP), already mentioned before.

At the EAWOP congress, Robert Roe and Nik Chmiel chaired a **second round table**

on the topic of white papers, as a follow-up of the round table, held during the SIOP conference. Rene Schalk was a discussant. Moreover, Handan Sinangil, Division 1 president elect, chaired an invited symposium, entitled “**Toward a global industrial, work and organizational psychology: Opportunities and threats?**” Apart from Handan Sinangil, Allen Kraut presented “The globalization of I/O Psychology: Views from America”, Francesco Avallone gave a talk about “Living together in organizations and society” and Robert Roe talked about “Challenges in developing a global W&O Psychology”. Milton Hakel was a discussant. Finally, as a follow-up of the AOP initiation process, Gary Latham held the keynote lecture during the closing ceremony on “**The Alliance of Organizational Psychologists: A Global Federation**”, in which he explained the background and the reasons for creating such Alliance.

4. INFORMATION FROM THE EXECUTIVE COMMITTEE OF IAAP DIVISION 1

Report about meeting of Executive Committee of IAAP Division 1 (Santiago de Compostela, May 13-16, 2009)

The *forth meeting* of Executive Committee of IAAP Division 1 took place in Santiago de Compostela, on 15th of May , 2009 during the 14th European Congress of Work and Organizational Psychology.

Participants were: Jose Maria Peiro (President), Handan Kepir Sinangil (President elect), Barbara Kozusznik (Secretary), Filip Lievens (Treasurer), and. Kristina Potocnik (Member of editorial team of Newsletter).

Virginia Schein (Past president), Lyudmila Karamushka (Newsletter editor) were not able to attend the congress.

Agenda:

1. Global Alliance.
2. IAAP Division 1 Newsletter and web page
3. Membership of IAAP Division 1.
4. IAAP Bulletin.
5. ICAP Melbourne (Division symposia and Social Hour).
6. IAAP Division 1 promotion at the future congresses.
7. Workshop Miriam Erez
8. White papers
9. Task force about international education of I/O psychology
10. New activities in IAAP to reinforce internationalization (new forms with the use of internet)
11. Organization of "small" IAAP seminars, symposia in different countries (e.g. in Poland)
12. Any other issues.

Report:

1. Global Alliance:

José María Peiró reports about the idea behind the alliance. First, Division 1, SIOP, and EAWOP established a cooperation aiming to exchange services, membership, etc. At BOD meeting in Berlin, the idea was approved; however a number of questions were raised. IAAP Officers approved the motion, voting online. Thus, the exchange of services and the support to further develop the cooperation between IAAP-Div.1 and SIOP and EAWOP was approved and supported. From this point on, the presidents of the three Organizations and Milton Hakel have suggested the idea of creating a global alliance. Milton Hakel also made the draft of the statutes, but important issues about the mission, goals, structure and functions have to be discussed. A basic web page has been opened to inform about the project. (*Information about Alliance is presented in the Newsletter, section 2*).

2. IAAP Division 1 Newsletter and web page:

So far, we have been publishing two issues per year. *Lyudmila Karamushka (Newsletter editor) and members of editorial team (Kristina Potocnik and Oksana Kredencer)* are responsible for it.

We disseminate each issue through the Division 1 listserv and we upload them at the web page. We also publish newsletter contributions in different sections on the web-page. EC members should visit the web page to make suggestions for its improvements.

3. Membership of IAAP Division 1:

José María Peiró suggests promoting the valorisation of the international character of our association. In this context it is important to enhance the participation in the Association of the non-European and non-North American researchers. We should contact researchers and practitioners, for instance, from China, India, South Africa, Latin America, to promote the publication of reports about the situation and developments of WOP in their countries. Also it would be important to promote the communication about the situation of the professional practice. Consultancy firms may be good informants about their activities and interventions in these countries.

4. IAAP Bulletin:

IAAP Division 1 has continually submitted contributions to the IAAP bulletin. Especially we have used the Bulletin to promote membership of the Division among the members of the Association. More communications aiming towards this goal should be included in the Bulletin, in future issues.

5. ICAP Melbourne (Division symposia and Social Hour):

Division 1 has made a number of proposals for invited symposia. *Handan Kepir Sinangil* will suggest additional potential contributors of symposia at the congress on the behalf of the Division 1.

Barbara Kozusznik will take care of the Social hour which could be organized after the Assembly. In order to promote a broad participation of the membership of the division 1 and those interested we should disseminate invitations and at the social hour we should provide the attendants with Division 1 membership forms. Barbara will find out who is in charge of social hours and how much could it cost to organize it.

Also a *workshop for young scientists* should be organized. Perhaps, we could organize a workshop with a reduced fee, provided that the teacher would accept to do it free of charge.

6. IAAP Division 1 promotion at the future congresses:

Important to take along the IAAP leaflets with the inscription form to disseminate them at the congresses we attend.

7. Workshop Miriam Erez:

Division 1 asked Miriam Erez to give a workshop on Publishing in International journals at the EAWOP congress in Santiago de Compostela. The workshop was a success and the EC wants to congratulate and thank Prof. Erez for her contribution.

8. White papers:

The aim of the white papers is twofold: (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 first theme for the first white paper was established to be age at work. The current members of the Steering Committee/ Action Editors are: *Virginia Schein* (SIOP), *Nik Chmiel* (EAWOP) and *Robert Roe* (IAAP Division 1). *Virginia Schein* 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. Afterwards, they will circulate the paper to all three associations and the paper can also be submitted to the journals. All EC members are invited to suggest topics for this initiative.

9. Task force about international education of I/O psychology:

Not much done yet. This Task force is still in its beginning. *Donald Truxillo* from Portland University would act as a representative of SIOP and *Michael Frese* has expressed his willingness to participate

in this Task force on the behalf of IAAP Division 1.

10. New activities in IAAP to reinforce internationalization (new forms with the use of internet)

Barbara Kozusznik will send us new forms of communicating with professionals from other areas. It is important to explore new ways of promoting our field. Perhaps, someone from marketing could give a workshop on “Professional Marketing of Organizational Psychology” in the context of the Melbourne ICAP Congress.

11. Organization of "small" IAAP seminars, symposia in different countries (e.g. in Poland)

Due to financial crisis people from Eastern Europe could organize small activities, for instance IAAP Division 1 seminars. *Kristina Potocnik* will send the information regarding the Regional Congress of Psychology that takes place in Sofia in the end of October 2009. Something similar could be organized by our Division.

12. Any other issues.

No other issues.



5. INTERNATIONAL ORGANIZATIONS DEALING WITH WORK RELATED ISSUES

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

Acknowledging the existence of these associations could stimulate our members from all over the world to get in contact with delegations in these associations from their countries to get informed in more details about their actions. In this issue, we present you the basic information about The International Commission on Occupational Health (ICOH).

The International Commission on Occupational Health (ICOH)

(<http://www.icohweb.org>)

The International Commission on Occupational Health (ICOH) is an international non-governmental professional society whose aims are to foster the scientific progress, knowledge and development of occupational health and safety in all its aspects. It was founded in 1906 in Milan as the Permanent Commission on Occupational Health. Today, ICOH is the world's leading international scientific society in the field of occupational health with a membership of 2,000 professionals from 93 countries. The ICOH is recognized by the United Nations as a non-governmental organization (NGO) and has close working relationships with ILO, WHO, UNEP and ISSA. Its official languages are English and French.

ICOH activities

The most visible activities of ICOH are the **triennial World Congresses on Occupational Health**, which are usually attended by some 3,000 participants. The 2000 Congress was held in Singapore, the 2003 Congress in Iguassu Falls (Brazil), and the 2006 Centennial Congress was held in Milan, (Italy). The 2009 Congress was scheduled in Cape Town (South Africa)

while the 2012 Congress venue shall be Monterrey (Mexico).

ICOH has 33 Scientific Committees, including a committee on Accident Prevention, Aging and Work, Education and Training in Occupational Health, Reproductive Hazards in the Workplace, and Occupational Medicine, among others. Most of these committees have regular symposia, scientific monographs and review the abstracts submitted to the International Congresses.

To be able to serve the ICOH members in the most accurate way several **Task Groups** have been established: a Finance Committee, a Transparency Group, Task Groups on Information, Membership Fees and Benefits, Centennial Committee, Constitution Bye-laws and Guidelines and on Language Matters. Two new working groups have been established on Biological Agents and Infectious diseases and Women and Work. At the General Assembly of the ICOH Congress 2006 held in Milan, the President highlighted the overriding importance of **permanent training and education** of experts in order to face the rapidly changing world of work, the need to

develop occupational health services throughout the world (including the development and dissemination of basic occupational health services - BOHS), the importance of creating BOHS guidelines, tools, training, and pilot projects and the intention of making a global survey on the OHS situation in ICOH member countries. Cooperation with WHO, ILO and other NGO partners is among the priorities of the current ICOH Strategy.

Membership Information

ICOH has both individual and collective members. An organization, society, industry or enterprise may become a sustaining member of the ICOH. A professional organization or a scientific society may become an affiliate member.

Sustaining members may nominate a representative who fulfills the criteria for full membership and enjoys all the benefits of an individual member. An affiliate member may nominate one representative who fulfills the criteria for full membership and enjoys the same rights as a full member. ICOH's individual members have a wide professional distribution and include **medical doctors, occupational hygienists, occupational health nurses, safety engineers, psychologists, chemists, physicists, ergonomists, statisticians,**

epidemiologists, social scientists and physiotherapists. These professionals work either for universities, institutes of occupational health, governments or industries. At the end of 1999, the largest national groups were those of USA, France, Japan, Sweden, Finland, Italy and United Kingdom, each with more than 100 members.

Individual members enjoy a substantial reduction of the registration fee of the triennial International Congresses and some other ICOH-sponsored conferences. They also enjoy 20-30% reductions of the subscription rates of international scientific journals such as Applied Ergonomics, Archives des Maladies Professionnelles, Dermatosen in Beruf und Umwelt, La Medicina del Lavoro and the Scandinavian Journal of Work, Environment and Health. More journal reduction will be added. Epidemiology, a monthly journal, is making a discounted subscription offer to ICOH members. Irregularly the ICOH members are offered free scientific publications mainly from the WHO, the UNEP and the CEC.

Sustaining and affiliate members can be represented in the General Assembly, and can participate in the activities of up to three of the 33 scientific committees as well as submit materials for publication in the Newsletter.

6. NEWS FROM MEMBERS OF IAAP DIVISION 1

6.1. Peter Warr, IAAP fellow, and José Maria Peiró, president of the Division 1 have been elected Fellow members of SIOP. New Orleans (USA)

Peter Warr is emeritus professor at the University of Sheffield. Over many years, he has worked to advance applied psychology through the development of individuals and institutions, through international collaboration, and through research in organizations and communities. His main areas of expertise include attitudes and well-being, personality and behaviour, learning, training and development, and age differences in employment settings. His current research covers happiness and unhappiness at work, processes and outcomes of work meetings, and factors influencing personality-behaviour links. He is one most eminent applied psychologist in Europe. He has published 27 books and 219 articles and chapters. His research has been cited more than 3,600 times. For 20 years he served as director of the Institute of Work Psychology at the University of Sheffield. The British Psychological Society has awarded him its three highest scientific awards for his distinguished contributions.

José María Peiró currently coordinates a Program on Work and Organizational Psychology, carried out by five European universities. He has participated in the development and establishment of the certification program of Psychologists in Europe (Europsy). He is a prolific academic whose main research interests have covered work-related stress, expanding its scope by making important contributions to other areas, such as analysis of organizational climate from multilevel perspective, psychological contract, dyadic relationship between leaders and their followers, virtual teams and relationships between contact employees and their customers. He founded a Research Unit of Work and Organizational Psychology at the University of Valencia 25 years ago."

6.2. Benjamin Schneider of the Valtera Corporation will be awarded the Herbert Heneman Jr. Career Achievement Award by the Human Resources Division of the Academy of Management at the Annual Conference held in Chicago IL, 7-12 August 2009.

Benjamin Schneider (University of Maryland) is innovator in the area of service climate and author of 9 books, and 125 articles, including two of the ten most frequently cited articles published in the first 50 year history of Personnel Psychology

6.3. William Macey, Benjamin Schneider, Karen Barbera, and Scott Young, all of the Valtera Corporation, are pleased to announce the publication of their new book by Wiley-Blackwell, Employee Engagement: Tools for Analysis, Practice, and Competitive Advantage.

The book provides a practical manual of insights based on real evidence for developing and maintaining a strategically focused and engaged work force, one that yields competitive advantage in the marketplace. In addition, Valtera clients and friends from several Fortune 500 companies shared their companies' experiences for this book to provide the kinds of case materials managers and students find interesting. More information about the book can be found on a web site devoted to it: <http://www.valtera.com/engagement.html>

6.4. Professor emeritus Leopold Vansina and Marie-Jeanne Vansina-Cobbaert, Ph.D. published their book: "Psychodynamics for Consultants and Managers: From understanding towards leading meaningful change". Chichester: J. Wiley-Blackwell.

6.5. Joel Lefkowitz has retired from F/T teaching.

After 44 years in the Psychology Department at the Baruch College, City University of New York, and 27 years as director of the I/O doctoral program at CUNY. The doctoral program will be ably led by Karen Lyness.

6.6. Alice Eagly has won the 2009 Distinguished Scientific Contribution Award from the APA.

Dr. Eagly is being honored for her work on social psychology, the psychology of gender, the psychology of attitudes, and the use of meta-analytic techniques. Her work on gender has advanced our understanding of how nature and nurture intertwine in producing sex differences and similarities. Dr. Eagly recognized the value of meta-analysis as a tool for understanding sex differences and similarities and has become one of the most sophisticated meta-analysts in the field. Her work represents a consistent effort to identify the moderating conditions that help determine why women and men behave differently in some contexts but similarly in others. Dr. Eagly's analyses of gender have produced insights into such diverse domains as altruism and heroism, conformity, social influence, aggressive behavior, and leadership.

6.7. Organizational Behavior Real Research for Real Managers by Jone Pearce.

Jone Pearce's 2009 Organizational Behavior Real Research for Real Managers draws on scholarly research to address managers' real organizational problems. Chapters include Why Managers?, How to Hire, Making Sense of Feelings at Work, Managing Performance, Managing Incentives, Navigating the Social Scene, Understanding Cultures and How to Fire and Retain. Those teaching Organizational Behavior or Human resources Management can receive free desk copies from the publisher (Melvin & Leigh, www.melvinleigh.com).

6.8. Benjamin Akinyemi has been appointed as Rector of Kigali Institute of Management.

Benjamin Akinyemi has been appointed as Rector of Kigali Institute of Management, a specialised higher (degree awarding) educational institution located in Kigali, Rwanda. Previously, he was a Senior Lecturer in the Department of Management, Faculty of Economics and Management, National University of Rwanda. His appointment as Rector of Kigali Institute of Management took effect from January, 2009. He is looking forward to working with the division during his tenure as Rector of KIM.

Dr. Akinyemi Benjamin was formerly a Senior Lecturer in the Department of Management, National University of Rwanda. He is currently the Rector of Kigali Institute of Management. An experienced management consultant and researcher, Dr. Akinyemi holds a PhD in

Organizational Behaviour and a Masters Degree in Personnel Psychology. He has participated actively in various international conferences in the UK, Turkey, The Netherlands, Nigeria and Rwanda. A chartered manager, trainer and certified management consultant, Dr. Akinyemi holds membership of various professional bodies such as the Human Capital Institute, USA, Academy of Management, USA, Institute of Management Consultants, the Netherlands, Nigerian Institute of Management, Nigerian Institute for Training and Development and Organizational Behavior Network. He has conducted researches in areas such as: Psychological Contract, Human Capital Management, Organizational Commitment, Citizenship Behaviour and Human Resource Management/Development.

6.9. Andrea Castiello d'Antonio, member of IAAP for over 20 years (Division 1 and Division 2), has become a professor of Personnel Selection & Assessment at the European University of Rome (Italy), Dept. of Psychology.

Having worked for 10 years as I/O psychologist in two companies (IPACRI and ALITALIA), since 1987 until today he has worked as professional psychologist in private practice in the Organizational, Clinical and Forensic fields. He has published over 100 scientific and informative articles in Italian journals. His most recently published books are (in Italian language): "The Psychological Assessment of Human Resources: the Individual Interview", "The Psychological Assessment of Human Resources: Test, Questionnaires and Group Methods", and "The Hans Zulliger Projective Technique in the Context of Personality Assessment". Andrea Castiello d'Antonio is a member of several international associations, such as APA, BPS, SPA, IRS and AAP.

6.10. Virginia Schein visits the University of Silesia (Poland)

The Past President of IAAP Division 1 Prof. Virginia Schein visited Poland last June, invited by the Rector of University of Silesia in Katowice Prof. Janusz Janeczek, The University of Silesia is one of the biggest universities in Poland with over 40 000 of students.

Prof. Schein had the lectures for the Institute of Psychology in the Department of Pedagogy and Psychology and for the School of Management of University of Silesia in Katowice. She also had meetings with University of Silesia academics interested in problems of management, gender and IAAP membership and activity.

Virginia Schein during the meeting with the Vice-Rector for Science of the University of Silesia Prof. Wieslaw Banyś discussed the problems of higher education in the global world. She also attended the 40th University of Silesia Anniversary Concert, visited historical cities of Poland – Cracow and Wroclaw and regional monuments of Silesia as well.

The visit of Prof. Virginia Schein met with great interest of academics and was important event in the University of Silesia life.



Photo – Prof. Virginia Schein and Prof. Barbara Kozusznik (Secretary of Division 1) attending the 40th University of Silesia Anniversary Concert in Philharmonic Hall in Katowice (presented on www.us.edu.pl).

Submitted by:

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

6.11 Robert Roe, was elected as President of EFPA (European Federation of Psychologists' Associations) during the European Congress of Psychology (July, 2009, Oslo).

Dr. Robert A. Roe is emeritus professor of organizational theory and organizational behavior at Maastricht University, and consultant in the area of personnel and organization. He has worked on a wide range of topics in personnel and organizations, including personnel selection and appraisal, career development, information technology in organizations, work performance, organizational change, organizational culture, impacts of economic transformation, and methods of organizational assessment. Currently his focus is on management and organizational behavior from a temporal perspective, with as emphasis on motivation, competence and performance. He has written more than 400 scientific and professional publications, including several books. He is a founder president of the EAWOP and IAAP Division 1 fellow.

6.12 Professor Dr. Gisela Mohr has been nominated as a member of the scientific advisory board of the "Bundesanstalt für Arbeitsschutz und Arbeitsmedizin" in Berlin.

The " Bundesanstalt für Arbeitsschutz und Arbeitsmedizin" is German national organization for Occupational Health Research and members get nominated by the government for a four year period. Traditionally, its members have a medical background.

7. JOURNAL OF PERSONNEL PSYCHOLOGY: SPECIAL ISSUE – CALL FOR PAPERS

New forms of management: Shared and distributed leadership in organizations

Guest Editors: Craig L. Pearce (Claremont Graduate University, CA, USA), Julia E. Hoch (Technical University Dresden, Germany), Hans Jeppe Jeppesen (Aarhus University, Denmark), Jürgen Wegge (Technical University Dresden, Germany)

Submission deadline: 30 November 2009

The **Journal of Personnel Psychology (JPP)** announces a special issue focusing on shared and distributed leadership in organizations. The focus will be on possible antecedents, moderators and processes and outcomes of shared leadership in organizations.

In today's organizations hierarchies are often replaced by team based work structures. Organizations are faced with uncertainty and fast-changing environments, and work tasks are becoming increasingly complex. To succeed, organizations therefore need new forms of leadership to integrate the challenging and complex demands. *Shared leadership* describes that leadership in today's organizations is distributed on different levels and can be defined as "a dynamic interactive influence among individuals in groups for which the objective is to lead one another to the achievement of group or organizational goals or both" (Pearce & Conger, 2003, p.1). While our knowledge on these concepts, particularly from the theoretical point of view but also from the practitioner side each has grown, systematic investigations of the potential antecedents, processes, and contingencies of shared leadership in organisations are still relatively scarce. More research is needed here (cf. Pearce, 2008; Pearce & Conger, 2003), and the current special issue is aimed towards filling this gap.

This special issue will consider papers that explore the antecedents, processes, moderating variables and outcomes of shared leadership and distributed leadership across different levels of the organisation. Topics that are consistent with this purpose include:

- What are the important mediating processes of shared and distributed leadership in organizations?
- How does shared leadership impacts on employee health, well-being, and satisfaction?
- How can supervisors strengthen and encourage the collective leadership of their team members?
- What role does empowerment and employee influence play. How important is organizational participation in its different forms, intensities and levels?
- How do we measure shared and distributed leadership?
- How does shared and distributed leadership interact?
- How important is employee self-leadership? What role do self-management skills or proactivity of the members play?
- Does shared leadership reduce employee turnover?
- How does team composition (e.g., diversity in terms of members' personality or other aspects) relates to or interacts with shared leadership?
- How important and how effective is shared leadership in modern and globalized, or "virtual" workplaces?
- Does shared leadership have only positive consequences, or are there also possible caveats?

- What negative effects might be expected? What might be important hindrances of shared leadership effectiveness?

The special issue aims at providing a systematic investigation of the potential antecedents, moderators and outcomes of shared leadership. Since research from both the theoretical and practitioner side is lacking, the current special issue is also aimed at filling this gap. Thereby the above list is by no means exhaustive, and other papers on shared, distributed, or collective leadership are of course welcome and encouraged by the Guest Editors. While we welcome both empirical and purely conceptual manuscripts, we particularly encourage the submission of empirical papers.

Method of submission: Manuscripts, which should be clearly labelled as submissions intended for this Special Issue, must be

submitted through *JPP*'s online review system, Editorial Manager, in accordance with regular *JPP* guidelines (see <http://www.editorialmanager.com/jppsy/>). All submissions will be anonymously reviewed, using the normal *JPP* review criteria while also taking into account the contribution of the paper to understanding shared and distributive leadership.

Informal enquiries on the Special Issue can be made to Julia Hoch (Julia.Hoch@tu-dresden.de) or Jürgen Wegge (wegge@psychologie.tu-dresden.de).

Submitted by:

Jürgen Wegge
Technical University
(Dresden, Germany)
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8. IAAP DIVISION 1 FUTURE ACTIVITIES

Seminar on WOP problems and challenges in Poland and Ukraine (23 -28 September, 2009, Katowice, Poland).

On 23-28 September 2009 Chair of Work and Organizational Psychology University of Silesia and Laboratory of Organizational Psychology of Institute of Psychology (Kyiv) and Ukrainian Association of Organizational and Work Psychologists organize a ***Seminar on WOP problems and challenges in Poland and Ukraine***. The purpose of the Seminar is to discuss the current research results and plan the future co-operation. The seminar will be organized under auspice of IAAP Division 1.

Coordinators of Seminar: Prof. Barbara Kożusznik (Poland) and Prof. Luidmyla Karamushka (Ukraine).

We hope that the meeting will open new ways of strengthening of Work and Organizational Psychology in contemporary world.

Submitted by:

Prof. Barbara Kożusznik
Institute of Psychology
University of Silesia
(Katowice, Poland)

Prof. Luidmyla Karamushka
Institute of Psychology
(Kyiv, Ukraine).

9. REGIONAL CONFERENCES OF PSYCHOLOGY

The South-East European Regional Conference of Psychology (30 October-1 November 2009, Sofia, Bulgaria)

The South-East European Regional Conference of Psychology (SEERCP), entitled "Southeastern Europe Looking Ahead: Paradigms, Schools, Needs and Achievements of Psychology in the Region" will take place in Sofia, Bulgaria from 30th of October 2009 to 1st of November 2009.

SEERCP2009 will help psychologists representing the countries in the region to share and increase their professional knowledge of what is going on in their countries, to learn about the paradigms, schools, needs and achievements of psychologists across the region and other parts of the world.

Conference Program include two plenary sessions with keynote addresses and brief country reports and eight symposia with paper and poster presentation sessions in the following areas:

- Clinical and Counseling Psychology - with a focus on Positive Psychology in Psychotherapy and Mental Health Research and Practices;
- Adolescents' Health Psychology - with a focus on understanding Health Behavior, Lifestyles and Needs of young people in SEE region;
- School and Educational Psychology - with a focus on Prevention of Bullying in Schools, Youth and Family Problems;
- Organizational Psychology - with a focus on Developing Human Capital and Organizational Effectiveness;
- Applied Social Psychology - with a focus on Mass Media, Crime and Civil Society Research;

- Psychological Assessment - with a focus on Test Standards and Professional Training of Test Administrators;
- Disasters Management - with a focus on Crisis Intervention Models and the need of Professional Network development;
- Applied Psychology as a Profession - with a focus on Teaching Psychology, Professional and Ethical Standards of Psychologists, [EuroPsy](#) and National Certification of Psychologists, Capacity Development of Psychologists' Associations and Practices, Psychology and Public Issues.

The SEERCP2009 will also allow the participants to work together in more than 20 Round tables, Open Forums and Future Search Discussions, Training and Demonstration Workshops, Info Exchange and AdHoc Meetings, Book and Tests Exhibitions.

Early Registration Deadline is set to 30th of June 2009. In order to ensure easy access and participation of psychologists from the region who experience financial constraints the SEERCP2009 core program participation fees will be kept at its reasonable minimum of 50 Euro. All psychology students from the region doing their masters and Ph.D. in psychology and retired colleagues will be able to attend the the congress at discounted fee of 30 Euro.

For submissions and contacts with the SEERCP2009 Organizing Committee, please get in touch with The Bulgarian Psychological Society (BPS) at

office@psychology-bg.org or visit the
 congress web site:
<http://www.RCP2009.wordpress.com>.

Regional Conferences of Psychology (RCPs) are jointly sponsored ventures of IAAP, the International Union of Psychological Science (IUPsyS) and the International Association of Cross-Cultural Psychology (IACCP), and are held every two years in between the large international congresses organized by IAAP and IUPsyS.

The general idea of these cooperative undertakings is to foster the development of psychology in selected regions of the world by increasing communication between scientific researchers and professionals, disseminating psychological knowledge and expertise, and supporting the organization of psychology within the region. Regional Conferences are primarily capacity-building activities where the focus is on the development of individual competence and or of systems. The intent is that Regional Conferences should respond to needs for particular knowledge and skills and be organized to address these needs.

As the following table shows the **first RCP was held in Guangzhou in 1995 and Bulgaria will host the eighth RCP.**

<u>Year</u>	<u>Number</u>	<u>Location</u>	<u>Organizer</u>
1995	I	Guangzhou, China	JING Qicheng
1997	II	Mexico City, Mexico	Susan Pick
1999	III	Durban, South Africa	Saths Cooper
2001	IV	Mumbai, India	Blanche Barnes
2003	V	Dubai, United Arab Republic	Raymond Hamden
2005	VI	Bangkok, Thailand	Ubolwanna Pavakanun
2007	VII	Amman, Jordan	Adnan Farah
2009	VIII	Sofia, Bulgaria	Plamen Dimitrov

Submitted by:

Mike Knowles
President of the IAAP

10. FUTURE CONFERENCES, CONGRESSES AND WORKSHOP

10.1. 1st annual Business and Management Conference on Developing Human Resource for the Knowledge Economy (1st and 2nd September, 2009)

Submissions (65% invited and 35% Scholarly - peer reviewed presentations)

Abstract Submission: Friday 10th July, 2009 to rwhrdc09abs@gmail.com

Full Paper Submission: Friday 8th August, 2009 to rwhrdfullpaper@gmail.com

Registration: Friday July 31st, 2009

Conference Sub-Themes

Education Reform for the Knowledge Economy

Skills Development in the Knowledge Economy

Adult Education and Life-Long Learning
Technical and Vocational Education and Training

Vocational Training Systems

Information and Communication

Technologies for the Knowledge-Based Economy

Investment in Human Capital for Sustainable Socio-Economic Development

Research and Development in Science and Technology for the Knowledge Economy

Challenges, Opportunities and Progress towards the Knowledge Economy in Rwanda

Strategic Talent Management for the Knowledge Economy

Strategic Talent Management for the Knowledge Economy

Conference Registration Fees:

Participants from Rwanda: RWF 10,000.00

All Postgraduate Students (MSc/PhD): RWF 5,000.00

EAC: US\$ 50.00

Others: US\$ 100,00.00

Registration fees cover: Conference Bag, e-Proceedings, tea break and lunch

Venue:

Kigali Institute of Management
Off Airport Road
KM 12, Kigali-Kayonza Road
Kigali, Rwanda

Confirmed Conference Keynote/Guest Speakers

-Professor Dr. Josef W.M. Kessels (The Netherlands)

-Lyndon Jones (Founder Chairman, ABE, UK)

-Professor Nshuti Manase (Presidency, Rwanda)

-Professor Geoffrey Rugege (Executive Director CHE, Rwanda)

-Professor Abraham Ogwu (Rector, KIST, Rwanda)

-Professor Robert (Bob) Ford (Research Professor and Advisor, CGIS-NUR, Rwanda)

-Professor Verdiana Grace Masanja (NUR, Rwanda)

-Professor Robert Ford (NUR-CGIS, Rwanda)

-Professor Alan Sibbald (Vice-Chancellor, Anglia Ruskin University)

etc.

Conference Directors: Professor Erasmus Kaijage, Dr. Herman Musahara, Dr. Deogratias Harorimana, Dr. Johnson Egwakhe, Dr. Agnes Ntibanyurwa

For enquiries or further information, visit: www.kimrwanda.com/conference

Or Contact: Conference Organizers: hrdc2009@gmail.com or rector.kimkigali@gmail.com

10.2. Second workshop on Business Diplomacy: Managing non-market corporate relationship capital (Brussels, October 1-2, 2009)

This workshop builds on findings of first workshop held at EIASM on 14th November 2008. The second workshop consists of topics further deepening of research into sector specific application of Business Diplomacy. For information on Business Diplomacy (definition, initial research and publications) see: <http://www.diplomacydialog.com/>.

The objectives of this workshop will consist of the following:

1. Research into application of Business Diplomacy by multinational companies in sectors such as telecommunications, pharmaceuticals, energy, public utilities (water) and agriculture.
2. Presentations of research results and case examples from pilot works covering US, Swiss and German global companies, and international companies from other regions.
3. Differentiating between Business Diplomacy, Commercial Diplomacy, Economic Diplomacy, and NGO Diplomacy.
4. Dialogues to develop an evolving research agenda and to construct a theoretic base for this emerging academic topic.

For more information, please visit:

http://www.eiasm.org/frontoffice/event_announcement.asp?event_id=655.

10.3. 15th European Congress of Work and Organizational Psychology (May 25-28, 2011, Maastrich, The Netherlands)

During the 14th EAWOP conference in Santiago de Compostela it was announced that the next EAWOP conference will be held in Maastricht (May 25-28, 2011), The Netherlands. This will be the 15th EAWOP conference, back in the Netherlands, where the series of EAWOP conferences started in 1983.

Maastricht is a beautiful old town in the Netherlands and in Europe famous for the European Treaties that have been signed in Maastricht, like the 1992 Treaty that introduced the Euro.

Submitted by

Fred Zijlstra

fred.zijlstra@maastrichtuniversity.nl

Submissions are invited of conceptual, theoretical and empirical nature adopting different methodologies which can help to highlight the context-specific nature and functioning of Business Diplomacy.

DEADLINES

Extended abstract (3-5 pages) should be submitted for consideration to conference organizers by **Tuesday, 2nd of June 2009**.

Authors will be notified of the chairs' decisions on an on-going basis by Friday, 31st of July 2009.

Final papers should be submitted by Wednesday, 23rd of September 2009. (*Submission of papers is welcomed but not mandatory to be qualified for participation.*)

The workshop is organized by the European Institute of Advanced Studies in Management and co-organized by CSEND and Diplomacy Dialogue.

10.4. WOP Conferences and Congresses (2008-2010)

32nd Interamerican Congress of Psychology

June 28 - July 2, 2009
Guatemala, Guatemala
URL: www.sip2009.org

International Council of Psychologists

July 4 - 8, 2009
Mexico City, Mexico
URL: www.icpweb.org

11th European Congress of Psychology

July 7 - 10, 2009
Oslo, Norway
URL: www.ecp2009.no

117th Annual Convention of the American Psychological Association

August 6 - 9, 2009
Toronto, Canada
URL: www.apa.org/convention

1st Annual Business and Management Conference on Developing Human Resource for the Knowledge Economy

September, 1-2, 2009
Kigali, Rwanda
URL: www.kimrwanda.com/conference

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

September 9-11, 2009
Vienna, Austria
URL:
<http://public.univie.ac.at/index.php?id=20402&L=2>

2nd Workshop on Business Diplomacy: MANAGING NON-MARKET CORPORATE RELATIONSHIP CAPITAL

October 1-2, 2009
Brussels, Belgium

URL:

http://www.eiasm.org/frontoffice/event_announcement.asp?event_id=655

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

October 22-24, 2009
Lisbon, Portugal
URL: <http://enop2009.com/>

II Congreso Internacional de Psicología organizacional

October, 22-24, 2009
Guadalajara, Mexico
URL:
<http://www.cucs.udg.mx/psicologiaaplicada/>

Southeastern Europe (SEE) Regional Conference of Psychology

October 30 - November 1, 2009
Sophia, Bulgaria
URL: <http://RCP2009.wordpress.com>

2009 Work Stress and Health Conference

November 5-8, 2009
San Juan, Puerto Rico
URL: <http://www.apa.org/pi/work/wsh.html>

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

29th June - 1st July 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

15th European Congress of Work and Organizational Psychology

May 25-28, 2011
Maastricht, the Netherlands

Submitted by:

Kristina Potocnik
University of Valencia
(Valencia, Spain)

10.5. II Congreso Internacional de Psicología organizacional (October, 22-24, 2009, Guadalajara, Mexico)



“Crisis, oportunidad y cambio en la gestión de capital humano y su efecto en la salud”

Universidad de Guadalajara
Centro Universitario de Ciencias de la Salud
22, 23, y 24 de octubre de 2009

CONVOCATORIA

La Universidad de Guadalajara, el Centro Universitario de Ciencias de la Salud y la División de Desarrollo, promoción y Preservación de la salud, a través del Departamento de Psicología Aplicada, invitan a los(as) investigadores(as), profesores(as), profesionistas, empresarios(as), funcionarios(as), técnicos(as) y estudiantes de las universidades e instituciones de educación superior, centros de investigación, instituciones públicas y privadas, asociaciones civiles, agencias de colocación y consultoría organizacional y presentadoras(es) de servicios en el área de recursos humanos a nivel local, nacional e internacional al:

II Congreso Internacional de Psicología organizacional
“Crisis, oportunidad y cambio en la gestión de capital humano y su efecto en la salud”

Que se llevará a cabo los días 22, 23 y 24 de octubre del 2009 en el Auditorio “Dr. Roberto mendiola Orta” del Centro Universitario de Ciencias de la Salud de la Universidad de Guadalajara (Av. Sierra Nevada y Av. Cáucaso, Colonia Independencia, C. P. 44340, Guadalajara, Jalisco, México).

PROPOSITOS

- 1) Propiciar un espacio para la presentación, discusión, motivación y reconocimiento de los trabajos de investigación científica y tecnológica sobre la Psicología Organizacional.
- 2) Propiciar eventos educativos para la actualización académico-profesional sobre la Psicología organizacional.
- 3) Generar un espacio para la planeación e implementación de convenios y acciones de colaboración e intercambio académico-científico y profesional entre instituciones educativas, de investigación, empresariales y de servicios de consultoría organizacional, con el propósito de crear redes de generación y aplicación de conocimiento.
- 4) Abrir un espacio para la presentación, exposición y venta de materiales educativos, de difusión científica, administrativa, profesional, jurídica y cultural sobre la Psicología Organizacional y su impacto en la salud.

PROGRAMA

El programa del II Congreso Internacional de Psicología organizacional integra las siguientes actividades:

- Conferencias magistrales por invitación.
- Simposia (exposición de trabajos libres con temática común).
- Presentación de trabajos libres (en modalidad de ponencia o cartel).
- Cursos y talleres.
- Mesas de trabajo.
- Exposición de carteles.
- Intercambio de materiales.
- Presentación de libros, revistas y de otros materiales educativos y psicológicos
- Eventos socioculturales.

Las propuestas de los trabajos deberán hacerse llegar al domicilio del Comité Organizador a más tardar el 25 de septiembre del 2009, en impreso y archive electrónico.

INFROMES; INSCRIPCIONES Y ENTREGA DE TRABAJOS

Departamento de Psicología Aplicada, Av. Sierra Nevada 950, Puerta 16, Edificio I planta baja, Colonia Independencia, C. P. 44340, Guadalajara, Jalisco, México, teléfonos (33)3617-4329 y (33) 1058-5200 ext. 3650, correo electrónico:

congreorganizacional@yahoo.com.mx

<http://www.cucs.udg.mx/>

<http://www.cucs.udg.mx/psicologiaaplicada/>

<http://es.geocities.com/congreorganizacion>

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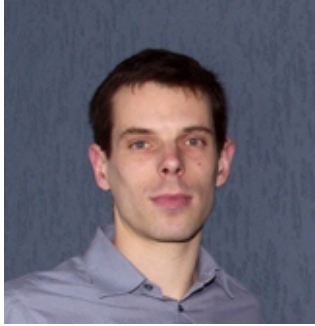
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