

International Association of Applied Psychology (IAAP)

Division 1. Work and Organizational Psychology

Newsletter October 2007

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

EDITORIAL

Dear members of IAAP Division 1,
I am pleased to present you a new issue of the electronic Newsletter of the Division 1: Work and Organizational Psychology. The Newsletter provides information about activities of the Division 1 in the period from July 2006 till October 2007.

I hope that the Newsletter continues to be an important communication tool for dissemination and exchange of information among the members of the Division and other researchers, educators and professionals. I welcome your comments and contributions for future issues.

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1. GREETINGS FROM THE PRESIDENT OF THE IAAP DIVISION 1



Dear members of IAAP Division 1,
I am pleased to present you our new issue of the electronic Newsletter of the Division 1: Work and Organizational Psychology. It is an important communication channel among the members of the Division and a way of disseminating information about the activities and the news from the Division and its members.

Since the general assembly, held in Athens in July 2006, several activities and events have occurred in our Division that the Executive Committee wants to share with all of you. You will see more detailed information in the different sections of this Newsletter, however here I would like to draw your attention to different issues. First of all, it is with great sadness that we heard that two of our most prestigious members, **Frank Heller** and **Bernhard Wilpert**, have passed away. Here, I want to pay homage to their memory. We learned a lot from them and we profit from their contributions to the international development of Work and Organizational Psychology as a Science, as an academic discipline and as a profession.

Moreover in this Newsletter you will find information about the meetings and activities of the **Executive Committee**. We get in contact and work together usually by

email but we also use the international conferences to organize a meeting of those who attend the conference in order to revise the progress and to plan new activities. Here you will find the reports from the Athens (July, 2006) and Stockholm (May 2007) meetings.

One of the activities that we have carried on recently has been a survey to the members about the contributions from Work and Organizational Psychology that have an impact on the society. This initiative of the Executive Committee has been carried out by **Barbara Kozusnik** with the help of **Philip Lievens** and it was a way of contributing to the invitation of the President of IAAP, **Michael Knowles**, to participate in the task force about visibility and impact of applied psychology. We have forwarded the results of the survey to the Task force.

The **Executive Committee** also aims to stimulate the presence of our Division at the International Conferences as a way of disseminating its activities and stimulating contributions and debate about our science and profession. Several members of our division were contributing to the Education, Learning and Teaching Forum about the Internationalizing I/O Education: Needs, Problems and Models held at SIOP

Conference in New York (April 2007) and also to the IAAP. Div. 1-EAWOP Round Table on Work, Industrial and Organizational (WIO) Psychology in a global world. In addition, IAAP Division 1 has been announced at the Xth European Conference on Organizational Psychology and Human Service Work (Kyiv, October 2007). Information about it was prepared by Prof. **Lyudmila Karamushka**.

Another interesting activity reported in this newsletter is the Workshop on Publishing Internationally (organized by Division 1 in cooperation with Student Division- Division 15). It will be carried out in the context of the International Congress of Psychology. We are very grateful to prof. **Michael Frese**, our past President of IAAP, for his cooperation in leading this workshop and to **Kristina Potocnik**, president of the Division 15 because of her contribution to the organization. We think it is going to be a great opportunity for younger researchers and doctoral students of our discipline to learn about how to publish internationally. We would appreciate very much if you disseminated this information to your doctoral students and young colleagues in your Universities and research centers.

One aim of our association is to contribute to the international dissemination of the activities in Work and Organizational Psychology that take place at the national level. In a global world it is even more important to get acquainted with local activities because they have, in one way or another, relevance to the understanding of the global phenomena. In this Newsletter we present a report about Work and Organizational Psychology in Brazil, thanks to the contribution of Prof. **Sigmar Malvezzi**. We also present another report

about WOP in Turkey, thanks to the contribution of Prof. **Handan Kepir Sinangil**. We will appreciate future contributions reporting about our discipline from other countries and regions of the world.

In addition, you will find information about **future conferences**, call for **scholarships**, **news from members**, **publications** and other items that we expect will be of interest for you in this issue.

We would like you not only to be the receiver of this communication channel and thus, we strongly **encourage your participation and we would like every member to become an active sender of information in this Newsletter**. We would like to achieve a very alive and effective newsletter and web page of our Division in fulfilling the purpose of **international communication among our members**. We aim this newsletter to become an interesting channel for members to connect with other members interested in cross-cultural research, announcing new publications, informing on research in progress and research in preparation. We also would like to see it as a platform for the members to announce opportunities of exchange for scholars and students and about visiting scholars, vacancies etc.

Any suggestions to improve this initiative will be very welcome. We look forward to hearing from you soon

Warm greetings from

Prof. Jose M. Peiró,
President of IAAP Division 1

2. MISSION, FUNCTIONS AND VISION OF IAAP DIVISION 1: WORK AND ORGANIZATIONAL PSYCHOLOGY IN A GLOBAL WORLD.

In a time when globalization is the most often mentioned feature of our world the links between professionals across the world are in general rather weak. In this context work, labour markets, organizations and their Human Resources are experiencing strong changes. Globalization is not only influencing global organizations and multinational firms. It is also influencing local organizations nearly everywhere. The influences are requiring new approaches to the relevant issues where society asks for competent and effective services to Work, Industrial and Organizational (WIO) Psychologists. In addition, cross-cultural issues are becoming more and more relevant in our field and transformation of work and organisations represents a big challenge for our discipline and our profession. Some issues to what WIO Psychologists can make important contributions are better integration of diversified work force, the challenge of work-family conciliation, the compatibility between flexibility and security, identifying new forms of humanisation at work according to the new values, the enhancing of well-being, prevention of accidents and risks, and health promotion, the contribution to create everywhere the best place to work denouncing precarious work and exploitation or alienation at work.

Professionals are confronted more with these challenges and the diversifications of the companies, and societies demands are more diversifies and complex. Moreover, they require a real glo-cal approach which should pay attention to local and global realities. Thus, more and more, professionals need to have a broader perspective about work, organization and human resources management changes and transformations.

A better understanding of some of these phenomena can be promoted enhancing international exchange of experiences, connections and cooperation. Social capital is also very valuable among professionals, and developing ties and networks is going to produce benefits for those involved in and for the scientific discipline, the profession and thus society.

Moreover the education of new WIO Psychologists requires an international perspective and new competences to deal with new phenomena derived from globalization and internationalization. In many countries and regions we can observe an increasing interest of Higher Education institutions to provide international education and training and they create networks and consortia of universities to provide this new opportunities to pre-graduate, master and doctoral students.

Also national associations are showing more and more attention to the international relations. In fact, when you visit the web pages of Scientific and Professional Associations of WIO Psychology and when we read their mission and strategies very often there is a clear statement about internationalization, and international relations. These are very good initiatives that show how scientific discipline, education and professional practice spill over the national boundaries, and even for those who will not work abroad the international perspective, exchange and cooperation are important assets.

In this context the Division 1 (Organisational Psychology) of IAAP is an excellent international platform to exchange and create bridging and bonding relations

within scientists, academics and practitioners all around the world. The recent developments of IAAP have promoted exchange of information in several ways. Communication between scientists and professionals through the Journals (Applied Psychology, etc.), and Conferences (International and regional Congresses) and also the presence in International Organizations has been enhanced. All these activities have contributed to the creation of social capital for WIO Psychology in the international scene that can be very helpful and useful in the near future.

In the new century, the international cooperation across regions in the world will be more needed as well as more demands and opportunities for it will emerge. This will be especially true in the world of organizations, of work and of labour markets. Technologies are creating the conditions to make it easier and may facilitate all these relations, but ICT are not enough. Social relations and social networks are essential for value creation in a global and diverse world. Joint projects, common goals and shared visions and meanings are important and could be the ground where international communities of practice could be stimulated and promoted.

In this context our Division can play a major role. We have to facilitate interactions and exchanges among scholars and professionals all around the world and it is important to increase membership to play a relevant role

in the world of work and organizations and to better achieve new goals. We need to stimulate communication among practitioners and scientists. We need to promote exchange among scholars and students from different countries, we need to support and facilitate the cooperation for joint research and exchanges of professional experiences. It is important to provide the platforms and services that will facilitate all these opportunities and it is also important to stimulate and promote joint activities between national associations.

In the next decade we need to stimulate the incorporation of young members to our Association and to stimulate regional activities (summer schools, conferences, etc.). In this way, we will make our Association closer and present in the different countries and regions. To achieve all this it is necessary to get the support and cooperation from the membership, from everyone of you. I would like to stimulate and articulate the large asset that the membership of the Division represents and make it more productive to achieve larger and better exchanges and cooperation. It will serve to the development of WIO Psychology across the world. I would appreciate and I hope to get your support and cooperation to achieve these aims.

Submitted by:
Prof. Jose M. Peiró,
President of IAAP Division 1

3. INFORMATION FROM THE EXECUTIVE COMMITTEE OF IAAP DIVISION 1

3.1. Composition

The new Executive Committee of IAAP Division 1 was installed with the following members and functions. (Find below the email addresses in case you want to communicate with them):

President: Prof. Jose. M. Peiró (Spain) (jose.m.peiro@uv.es);

Past-President: Prof. Virginia Schein (USA) (vschein@gettysburg.edu);

President elect: Prof. Handam Sinangil (Turkey) (sinangil@boun.edu.tr);

Treasurer: Prof. Filip Lievens (Belgium) (filip.lievens@ugent.be);

Secretary: Prof. Barbara Kozusznik (Poland) (kozuszni@us.edu.pl);

Editor of Newsletter: Prof. Ludmila Karamushka (Ukraine) (LKARAMA01@yahoo.co.uk).

3.2. Report about Executive Committee meeting of the IAAP Division 1 (Athens, Greece, 20 July 2006)

The *first* Executive Committee *meeting* of the IAAP Division 1, took place in Athens, on the 20th July, 2006 during the 26th ICAP in Athens.

The participants were: Jose María Peiró (President), Virginia Schein (Past president), Handan Kepir Sinangil (President elect), Barbara Kozusznik (Secretary) and Lyudmila Karamushka (Newsletter editor). Filip Lievens (Treasurer, was not able to attend the congress).

1. General discussion about policy orientation of psychologists and about functions of IAAP Division 1.

The following tasks ahead of us were:

- Contact and cooperation with local or regional organizations;
- Identification of our contributions;
- Clarifying our principles and goals;
- Making our membership visible;
- Co-operation with EAWOP, SIOP as our partners, taking part in global program all around the world to show contribution of Work and Organizational Psychology for the society and organizations.

2. Participation of members of IAAP Division 1 in future conferences and congresses:

Participation in future conferences and congresses to make IAAP Division 1 and WOP more visible:

- 2007 ENOP Conference, Kyiv;
- 2007 SIOP Conference, San Francisco (Division 1 Roundtable);
- 2008 ICP Congress, Berlin (Symposium/Roundtable of Div 1);
- 2008 Mexico, U. Sonora;
- 2010 ICAP Congress, Melbourne, etc.

3. Second survey of IAAP Division 1:

It aims to identify what should be the main message to disseminate about the contribution of WOP in different countries. Responsible – Barbara Kozusznik.

4. IAAP Division 1 Newsletter and web-site:

Edition of IAAP Division 1 Newsletter. The participants discussed the web-page, preparation. Responsible – Lyudmila Karamushka.

5. Concentration on practitioners' contributions of members of IAAP Division 1:

The participants stressed out the necessity to concentrate on practitioners' contributions for more extensive mutual exchange between researchers and practitioners. The idea of "Ambassadors of Practitioners" and "Square of Practitioners" was discussed.

6. Beginning of preparations for 27th ICAP Congress (Melbourne, 2010,) and 13th EAWOP Congress (Stockholm, 2007).

The preparations for 27th ICAP Congress (invited symposia, roundtable, social hours) and 13th EAWOP Congress (Symposium of EAWOP-IAAP Division) were discussed.



3.2. Report about Executive Committee meeting of IAAP Division 1 (Stockholm, Sweden, 11 May 2007)

The *second* Executive Committee meeting of the IAAP Division 1 took place in Stockholm, on May 11, 2007 during the 13th EAWOP Congress.

The participants were: Jose Maria Peiró, (President), Handan Kepir Sinangil (President elect), Barbara Kożusznik (Secretary) and Lyudmila Karamushka (Newsletter editor). Virginia Schein (Past president) and Filip Lievens (Treasurer), were not able to attend the congress.

1. Report of Executive Committee members about their activities:

Executive committee members reported about their activities for the IAAP Division 1 and exchanged information about the different activities in progress, which are reported in the next points of the agenda.

2. Report about second survey of IAAP Division 1:

Barbara Kożusznik reported about the results of the survey to the members focusing on the members' activities that contribute to the visibility and impact of our discipline and profession to the society. It was agreed that she will prepare the report in one or two parts to be published in the Newsletter of the association and on the web page. The Executive Committee would like to thank all the members who participated in the survey. (Detailed information about results of this survey is presented in the Newsletter, part 4.)

3. IAAP Division 1 Newsletter and web-site:

The Executive Committee agreed with the contents proposed by *Jose Maria Peiro* and *Lyudmila Karamushka* for the next issue of IAAP Division 1 Newsletter. In addition, the members made several suggestions to incorporate new topics and items of information in the newsletter..

Handan Kepir Sinangil will contact Ricthie to obtain a copy of the previous newsletters edited by the IAAP Division 1.

Jose Maria Peiro reported about the information from Jose M. Prieto about the developments of the web site for the IAAP Division 1. In the fall, activities will start to design and develop our site according to the new layout and plan of the IAAP.

4. Participation of members of IAAP Division 1 at the 29th ICP Congress (Berlin, 2008) and 27th ICAP Congress (Melbourne, 2010):

It was agreed to launch a Workshop in cooperation with IAAP Division 15 (Student Division) on Publishing in International Scientific Journals at the next ICP Congress (Berlin, 2008). It was also reported that prof.

Michael Frese kindly accepted to lead the workshop. (Detailed information about it is presented in the Newsletter, part 6).

Handan Kepir Sinangil will explore the activities that IAAP is going to organize at the Berlin Congress and the possibility of organizing a room and place for the members of IAAP Division 1 to meet each other. It also would be possible to promote such a meeting at the general meeting of IAAP if it is organized by the BOD.

In what concerns the 27th ICAP Congress (Melbourne, 2010), it was agreed the *Jose Maria Peiró* will contact the Program Committee 27th ICAP Congress to update the information about the progress in the planning of the Congress program. We will also request brochures for dissemination at different congresses and events.

5. Membership of IAAP Division 1. List and stimulation of participation. Activities to recruit new members:

It was agreed to ask *Philip Lievens* to analyse the database of our membership and to prepare some statistics of the membership per countries, and other fields that could be informative to report about the profile of our membership. Such analysis would also provide relevant information to inspire activities that would aim to stimulate the participation of the membership and to develop new potential activities.

6. Relationships with the BOD and Task Forces of the IAAP:

Jose Maria Peiro informed to the Executive Committee members about the Task Forces recently installed by the BOD (visibility and impact of Applied Psychology, Governing of the association, etc.) and about other information received from the President of the IAAP (Asian Conference, Council of Psychology, etc.)

7. Dissemination activities at the International Conferences and Congresses. Dissemination brochures of the association, etc.

It was agreed that the members of the Executive Committee who will participate at the International Congresses and Conferences and in regional or national activities will try to organize the suitable activities to disseminate IAAP and its Division 1 and to stimulate the debate and exchange of information on relevant topics of our field.

Moreover, we will ask the secretariat leaflets to disseminate IAAP during the conferences.

It was also agreed that *Jose Maria Peiro and Handan Kepir Sinangil* will take action to organize a round table at the SIOP conference in San Francisco during 2008, involving other members of the IAAP Division 1.

8. Activities to promote exchange of scholars and students: information about the call for applications of the Erasmus Mundus Master Program.

Jose Maria Peiró reported about the progress of the Erasmus Mundus Master Program on Work, Organizational and Personnel Psychology emphasizing the three new initiatives recently developed:

- New call for scholarships for international students and international staff (see www.uv.es/erasmuswop);

- The organization of a Winter Schools within the European Master Erasmus Mundus on Work, Organizational and Personnel Psychology (WOP-P) (11- 23 February 2008 (Italy);

- The new grant obtained from the European Commission to organize the Action 3 of students and staff exchange with non-European universities. This action 3 has been jointly developed in cooperation with Portland State University).

4. REPORT OF THE SECOND SURVEY OF THE MEMBERSHIP

WORK AND ORGANIZATIONAL PSYCHOLOGISTS' CONTRIBUTION TO THE WORLD. DIVISION 1 SECOND SURVEY

I. INTRODUCTION

On behalf of the Executive Committee of Division 1, Barbara Kozusznik designed a Membership Survey which was sent with the help of Philip Lievens. This is Division 1 second survey about the opinions of its members.

As a result of our first survey we know that for Division 1 members the most important thing is to be better recognized among other professionals. Therefore, with this second survey we wanted to know what should be the main message to disseminate about the contribution of WOP in a global society. This is also in line with the policy of IAAP to show the important contributions of psychology to the general society.

We think that it's high time to answer Michel Frese important question raised last year at the beginning of ICAP in Athens: "What if Applied Psychology Mattered in the World"? I think this question hardly needs to be answered by Work and Organizational Psychologists because WOPs great work isn't recognized and visible as much as it should be in the world. To achieve this, we have to, first, know how good we are and what good things we do. Second, we have to present the evidences of our successful interventions to the broad public. We need to be visible not only in a close circle of our organizations, teams etc. but also in the broader scale of the society to influence policy makers.

Are we ready to do it? Do we really want to matter in the world? Are WOPs aware of its good work? What does a "good work" mean for WOPs? How do WOPs perceive the strategy to be more visible and to matter in the world?

With the help of our second survey we hope to start the accumulation of our successes – and start the discussion.

II. METHOD

We made our survey with the help of the questionnaire, which was divided into following sections:

1. Background information – gender, age, employment, special training
2. How people measure well being, happiness and satisfaction at work?
3. Examples of Work and Organizational psychologists successes and positive interventions
4. Examples of special contributions of WOP
5. Methods how to make WOP more visible to the public and to influence policy makers

Survey was administered electronically and we received information from 48 IAAP Division 1 members.

III. RESULTS

A. BACKGROUND INFORMATION

Mostly men took part in our survey /60%/, mostly over 40 years old, and mostly full time workers at colleges or universities.

The answers were received mainly from Belgium, Netherlands, Poland, New Zealand, USA, Australia, UK, Canada, Singapore and Mexico .

To classify the answers into separate groups we used group discussion based on *Metaplan*. The answers were divided into groups, with the name of the group and with some examples of the answers from the most important factors for our members.

B. HOW PEOPLE MEASURE WELL BEING, HAPPINESS AND SATISFACTION AT WORK

According to our respondents the hierarchy of well-being, happiness and satisfaction at work “measures” looks as follows:

1. Fulfilling and meaningful work

Examples:

When people see a sense of their work, meaning of it, when they see a “connection” between what they do and the positive results, to accomplish something that he/she likes and that is useful for the society (depending on the person), express his/her creativity.

2. Challenging work

Examples:

- Interesting and challenging work
- Adequate challenge (with not too much stress)
- Interesting work
- Giving the opportunity of personal development

3. Recognition

4. Social relationships

Examples:

- Good work mates
- Good working relationship with boss and colleagues

5. Autonomy and control

Examples:

- Getting enough freedom and control on your own
- Involvement in decision making about things that affect you
- Having an influence on what’s going on

6. Money

Examples:

- Good salary, good money, adequate to the level of their efforts and competence

7. Leaders

Examples:

- Good leaders providing vision feedback

C. WORK AND ORGANIZATIONAL PSYCHOLOGISTS SUCCESSES AND POSITIVE INTERVENTIONS

We have received over hundred examples of WOPs positive interventions and successes.

a) Forms of positive interventions – categories

1. Social processes

Examples:

- team building
- attitude survey

2. Positive leadership

Examples:

- various coaching and feedback sessions with leaders and executives
- various top team facilitation

3. Learning

Examples:

- workshops, seminars
- vocational training

4. Organizational changes

Examples:

- changes at the individual, group and organizational levels
- post activity debrief sessions interviewing
- strategic decisions and change management

5. Personnel management

Examples:

- selection interview development,

b) Evidences of WOP positive interventions – categories:

1. Individual rewards

Examples:

- measured satisfaction of workers
- satisfaction increased
- lower psychosomatic symptoms
- people feel more effective

2. Work culture

Examples:

- better atmosphere
- higher commitment (self-ratings)
- high level of confidence
- change of leadership behavior
- working conditions improved

3. Organizational outcomes

Examples:

- absenteeism dropped
- turnover was reduced 25%
- productivity went up
- lower staff turnover
- improvement of customers satisfaction

— improved scores on 360 feedback

c) Examples of special contributions of WOP to be disseminated in the global world – categories:

1. Transfer of the psychological knowledge into practice

Examples:

— Results from research projects that can influence/change interventions

— To give fresh ideas in private and public organizations to make more probable to get the goals

— Research and implementation skills that can promote economic and social justice in the workplace

— The specific skills of psychologists and examples of successful application

2. Practical interventions:

a. At the top management level

Examples:

— Constant influence of WOP Psychologist on people playing important role in their organizations

— Public life, CEO etc.

b. In work health

Examples:

— To take care that individuals in organizations can drive healthy, do not sacrifice their personal needs and goals, while they contribute to organizational goals. To help to narrow the gap between individual and organization.

— Study about retirement transition in health promotion perspective

— Beneficial and negative effects of job stressors

— Research and implementation skills that can promote economic and social justice in the workplace

3. Creating homogenous standards of WOP-P competences

Examples:

— Develop a university curriculum of W/O Psychology

— Contribution to first plans to develop a European Diploma in Psychology

V. WHAT METHODS AND STRATEGIES TO BECOME MORE VISIBLE SHOULD WOP USE TO BECOME MORE VISIBLE TO THE

PUBLIC AND TO INFLUENCE POLICY MAKERS:

A - Like Vaira Vike-Freiberga's who became President of Latvia?

B - Like Daniel Kahneman's who won Nobel Prize influencing economists

C - Like Susan Pick's who used creative way in persuading politics to introduce new elements into school programs

D - Like few WOPs who became CEO's of big companies

E - Like psychologists working with medicine to show positive health results

F - Like psychologists working as consultants disseminating WOP during seminars, workshops, lectures etc.

G - Other

This question wasn't very popular and we received not so many answers /only 13/ comparing to the previous questions.

A - Policy and decision making

Example:

I think that there is high time we should influence public decision makers and try to make work and organizational psychologists more visible in public life. We shouldn't close ourselves in our universities, agencies, consultancies etc. but we should organize our work around some important ideas as human effectiveness and their well-being.

B - Influencing economists

Example:

Few of us will be elected president of a country or win a Nobel prize, but if we take evidence-based practice seriously we can influence the way organizations around the world operate and are managed.

C - Persuading politicians

Example:

Working in the political arena has the biggest potential to affect the largest group of people, thereby ensuring perceptions and the visibility of WOPs.

D - Becoming CEO

No answer

E - Showing health results

Example:

Few of us will be elected president of a country or win a Nobel Prize, but if we take evidence-based practice seriously we can

influence the way organizations around the world operate and are managed

F - typical disseminating of our knowledge and skills

Example:

Realistically, not many of us are likely to become national presidents (nor would many of us wish to). As there is no Nobel Prize in psychology, this option will be open to very few psychologists. Maybe some aspects of 'C' could be possible. Again not many psychologists wish to become CEO's. 'E' could be possible for those working in areas closely related to health and provides some opportunities. However, the main approach is going to be 'drip feeding' our findings to many audiences in numerous contexts.

G - other

Example:

Need to get involved with broader issues, such as corporate social responsibility, social concerns, such as discrimination and poverty, etc. so as to demonstrate how WOP can improve the society.

VI. CONCLUSION

Work and Organizational Psychologists are aware that they are doing good work. They presented how they evaluate their interventions which are aimed to make organizations' more effective and improve well-being, satisfaction and happiness of organizations' members. The great number of examples of methods of positive interventions as well as examples of the positive results is a proof that WOPs are aware about how good their contributions are. The results give evidence that money is no longer the only well-being indicator but there is something more to feel positive at

work. Our results confirm positive psychology hypothesis that meaning and sense of one's work is the most important to experience satisfaction at work.

Not so optimistic is that WOPs are too close to our "micro worlds" of organizations, teams etc. and the results seem to confirm it. They speak about their successes in different "languages" (for example about something you can measure or something you can feel).

We received great number of positive interventions evidences but it seems that WOPs are more engaged in their individual success and not so eager to solve problems of the world, to engage in strategy creation and influencing policy makers.

This attitude should be changed because to be visible and recognized by the society WOPs should be open to tell others what they should do but tell it to the broader public using strong evidence based data, common and communicative language and share determination with their colleagues. WOPs should give up their "best" individually preferred methods and use more evidence based solutions.

I agree with Michael Frese that Applied Psychology should encourage evidence based psychology networks and we should have an access to it to know what the best way to achieve a positive result in the situation of the changing world is. Work and Organizational Psychology gathered so many evidences how to implement change. Let's make a common base of this knowledge and let's use it.

Submitted by

Prof. Barbara Kożuszniak

University of Silesia

(Poland)

5. REPORTS ABOUT SYMPOSIA AND PRESENTATION OF THE IAAP DIVISION 1 AT INTERNATIONAL AND NATIONAL CONFERENCES

5.1. SIOP Annual Conference (New York April 2007).

Title: Education, Learning, Teaching Forum on Internationalizing I/O Education: Needs, Problems and Models

Conveners: Keith James (Portland State University) and Jose M. Peiró (University of Valencia and President of IAAP Div. 1: Organizational Psychology).

National economies are rapidly merging into an integrated global economy. This brings with it a number of new human-resource and human-system issues and demands. Such issues and demands include: increases in cross-cultural encounters in and among organizations; increased numbers of work-teams with cross-cultural and multinational personnel; the need to bridge across language and time differences for global communications and coordinated action; and the complexities of matching organizational strategies and policies to variations in national laws and norms. The globalization and internationalization of business have, in turn, created changes in the knowledge, skills and abilities (KSA's) needed by, and the services required from, Industrial/Organizational Psychologists. Industrial/Organizational (I/O) Psychology has been making some effort to address the changes that economic and workplace globalization are creating. For instance, Anderson, Ones, Sinangil, Viswesvaran (2002a & 2002b) edited the two-volume Handbook of Industrial, Work, and Organizational Psychology, which intentionally merges the European ("Work and Organizational") and U.S. ("Industrial and Organizational") labels for the field. Anderson, et al. advocate for increased internationalization of research

and practice, and backed their words by recruiting an international group of chapter authors. Nonetheless, the field has not yet developed approaches adequate to address the many issues created by globalization (Bond & Smith, 1996; Boyacigiller & Adler, 1991; Griffin & Kabanoff, 2002; Hassid, 2006).

If I/O Psychology as a field is to meet the demands of the globalized economy and the internationalization of organizations and the workforce, training in new KSA's is necessary at the graduate, undergraduate, and continuing-education levels. That emerging need to internationalize I/O education has received only limited attention to this point. With, however, the growing interest in I/O Psychology outside of its traditional footholds in the U.S. and, to some extent, Western Europe, there are increasing opportunities to internationalize I/O education. Such efforts should include international collaborations among I/O programs and I/O professional organizations. In the Education, Teaching and Learning Forum held at the SIOP conference those opportunities and the ways for taking advantage of them were discussed.

The first presentation, by **Mo Wang** (Portland State University), explored potential problems with incorporating international components into I/O education—e.g., cultural, language, educational-system, and degree /accreditation differences; financial support needs; the increased difficulty of international travel post 9/11, 3/11 (Madrid Subway bombing), and 7/9 (London subway bombing).

The second presentation—by **Robert Roe** (Maastricht University), **Beverley Burke** (Middle Tennessee State University), and **John Hazer** (Indiana University/Purdue University)—compared the SIOP Model I/O core and ENOP Reference Model for Work

and Organizational Psychology Education and suggested additions to them, important to broadening the international relevance of I/O Psychology.

The third presentation, by **José Peiró, Vicente Martínez-Tur and Isabel Rodríguez** (Universitat de Valencia—University of Valencia) outlined the Erasmus Mundus Master's on WOP-Psychology, which is a collaboration of a consortium of five European Universities, as a model of organising a cross-national training a program.

The fourth presentation, by **Keith James** (Portland State University) described a developing effort to link the Erasmus Mundus consortium to I/O training at Portland State University, Beijing University, and other non-European institutions. Moreover **Michael Horvath** (Clemson University) and **Milton Hackle** (Bowling Green Ohio) commented on the contributions.

Submitted by:
José M. Peiró
University of Valencia
(Spain)

5.2. Symposium of EAWOP-IAAP Division1 Organizational Psychology (Stockholm, May, 2007) Title: Education and training of Work and Organizational Psychology in a global world.

For quite some time we have been witnessing how national and local businesses have turned into globalized economic systems. Such internationalization of economy, organizations and work is having important implications for companies and employees and consequently new demands appear for work and organizational psychologists. Globalization does not only have implications for those international

companies and those workers with high mobility across countries in the world. It also has changed local business and workers. Globalization is requiring from managers and professionals more supranational information, interaction and cooperation but also requires a higher awareness and intervention on new realities (sometimes not very visible) that emerge in local employment, organizations and employees.

Globalization often implies for companies the increase of cross-cultural encounters, more diverse teams with multinational and multicultural members, more virtual relationships across cultures and countries that require new competences in terms of language, and operation of virtual a e-meetings and relationships, and also the knowledge of the laws, norms, culture and other relevant issues from different countries. However, it also implies to deal with issues such as a diverse labor force in a local company, different forms of flexibility and how to adapt human resources to new and more dynamic company strategies.

All these changes have clear implications for the competences required from a growing number of W&O Psychologists and they should be taken into account in the design and realization of their education and training. What are the new competences required? What is the knowledge, skills and attitudes that make possible its development? How can these competences, knowledge, skills, and attitudes be learned and trained? What is the context where these competences can be stimulated and enhanced? Should our education systems, organizations and methods be revised?

These and other related questions deserve attention at the beginning of a new century in which the demands to our profession and the roles to provide services will certainly experiment important transformation. During the round table insightful contributions for the analysis of such a complex and emerging reality were presented and also an interesting debate took place on these issues.

The following contributions were presented:

- **Robert A. Roe** (Maastricht University. The Netherlands). Developing competences in a global context: What to focus on?;

-**Beverly Burke and Richard G. Moffett III** (Middle Tennessee State University. USA) Training Work and Organizational Psychologists for the Global Context;

-**José M. Peiró, Vicente Martinez-Tur & Isabel Rodriguez** (University of Valencia. Spain). The Internationalization of Work and Organizational Psychology Education in Europe: The Erasmus Mundus Master in W&O Psychology (WOP).

Discussant: Prof. Milton Hackle (Bowling Green State University. Ohio. USA).

Submitted by:

José M. Peiró

University of Valencia

(Spain)



5.3. Xth European Conference on Organizational Psychology and Human Service Work (Kyiv, October 2007)

www.enop2007.kiev.ua

Working life in Europe is changing rapidly, also as far as human service work is

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

ENOP Xth, European Conference on Organizational Psychology and Human Service Work was held in Kyiv, Ukraine on October, 3-6, 2007.

The conference was organized by the European Network of Organizational Psychologists (ENOP), Paris, France in cooperation with Kostyuk Institute of Psychology (Laboratory of Organizational Psychology), Ukrainian Association of Work and Organizational Psychologists (UAOWP) and the Centre of Organizational and Economic Psychology, Kyiv, Ukraine.

This conference was quite symbolic.

Firstly, it was the jubilee (tenth) conference that reflected some traditions and achievements in the field of Organizational Psychology and Human Service Work which foundations were laid ten years ago by the representatives of the European Network of Organizational and Work psychologists, particularly by *Jose Maria Peiró* and *Wilmar Schaufeli*.

Secondly, it was the first time ever that Ukraine had hosted the conference of this type. It was the result of a close cooperation between ENOP and the Ukrainian Association of Organizational and Work Psychologists.

Thirdly, this conference was sponsored by *EAWOP (European Association of Work and Organizational Psychology)* of which the Ukrainian Association have been a constituent since 2005. The EAWOP president *Franco Fraccaroli*, the president of the 13th EAWOP Congress, member of ENOP *Gunn Johansson*, and a member of the EAWOP Executive Committee *Lourdes Munduate*, and a former member of the

EAWOP Executive Committee *Ute Schmidt-Brasse* took part in this conference.

The **main goal** of the conference was the exchange of ideas and research findings between representatives of various countries and schools of WOP and promotion of organizational psychology and human service work in Europe.

45 participants from 9 Countries of EU took part in the conference (Belgium, Finland, Germany, Ireland, Italy, Netherlands, Portugal, Spain, Sweden), and also from Ukraine, Republic of Belarus and Iran. Some members of IAAP Division 1 took part in the Conference too.

The Conference offered a wide range of well-selected oral and poster presentations in the field of organizational psychology and human service work. Most of the presentations related the conference topic ‘Work and Organizational Psychology in human services organizations: different European perspectives’.

The conference had *5 oral and 3 poster sessions*. The oral sessions considered the following subjects: “Stress and individual factors”; “Burnout, stress and organizational factors”; “Burnout, stress and change processes”; “Occupational health and safety job involvement”; and “Job demands, job resources and health care”.

The poster presentations discussed the following issues: “Stress, change and innovative processes”; “Stress, well-being and organizational factors”; and “Health care for special processes”.

The participants listened to and discussed two keynote presentations made by *Prof. Jozien Bensing* (Netherlands Institute of Health Services Research, Netherlands) who considered pressure on the medical consultation, in part the influence of work-related stressors on communication between health professionals and patient, and *Prof. Santiago D Quijano* (Social Psychology Department, Faculty of Psychology,

University of Barcelona, Spain) who analyzed the results of a cross-cultural study of the structure of the construct ‘people results’ according to the EFQM model in the health care sector of some European countries.

The participants stood in a minute of silence to commemorate the outstanding psychologist and a founding father of ENOP *Prof. Bernhard Wilpert*.

The participants were unanimous in their favorable opinions about good conference organization, friendly atmosphere, and interesting social program which allowed them to know better Ukraine, its people and the capital.

Submitted by:
Prof. Lyudmila Karamushka
Institute of Psychology,
(Ukraine)

6. WORKSHOP ON PUBLISHING IN INTERNATIONAL SCIENTIFIC JOURNALS IUPSY 2008 IN COOPERATION WITH IAAP DIVISION 15

Sponsored by the Division 1 and Division 15 of the International Association of Applied Psychology-IAAP

Publishing our research internationally is necessary for most scholars. We either want to get international recognition or external bodies, such as universities or research institutions demand that research is published in international journals, preferably in high impact journals. European researchers often find it difficult to publish in these journals.

The workshop is going to introduce you to some typical problems of European work and organizational psychologists when publishing internationally and especially, how to deal with them. These are some of the issues covered: publishing as (cultural) communication, framing the article well, producing a good story, theory, writing style and transitions, choose the right journal, response to rejection and rewrites, cutting the article right, getting cited, be a reviewer yourself.

To make this workshop productive for you, bring the following along (if you are able to do that):

- 1) Most important: You should bring along an English article that you are currently working on or that you have recently written (please have the Abstract and the first two pages copied on an overhead sheet or on the USB stick);
- 2) Write a review of certain article yourself. This may be an article of a colleague of yours (and s/he may have asked you to review it) or it may even be a published article.
- 3) Please read the APA Publication guidelines, particularly the following parts: Abstract, Introduction, Methods, Results, and Discussion (Publication Manual of the American Psychological Association (APA Guidelines), Chapters 1, 2, 6, pp. 258-272, 4th Ed.).
- 4) Please write down the top 5 best journals in YOUR area, include the impact rate, the rejection rate, the name of the current editor (and associate editors).
- 5) If you can, you might also want to read an introduction of Sternberg, R. J. The psychologists companion. Cambridge: Cambridge Univ. Press, particularly "writing the psychology paper".

Short Bio of Prof. Frese:

Michael Frese holds a chair for work and organizational psychology at the University of Giessen. He is also a Visiting Professor at the London Business School and Adjunct Professor at the University of Pennsylvania (Psychology). Prior to this appointment, he has taught in Berlin, University of Pennsylvania, and the Universities of Munich and Amsterdam.

He has been an editor of Applied Psychology: An International Review and has been or currently is on the editorial board of many important journals in our field (e.g., Journal of Applied Psychology, Journal of Occupational and Organizational Psychology, European Journal of Work and Organizational Psychology, Journal of Occupational Health Psychology, Journal of Organizational Behavior, Human Performance).

He is author of more than 200 articles (in amongst other journals JAP, JOOP, JPSP,

AMJ, JOB, ROB, and APIR) and editor/author of more than 20 books and special issues. He is one of the most highly cited work and organizational psychologists in Europe. He currently serves as past

president of the International Association of Applied Psychology (IAAP).

Submitted by:

Kristina Potocnik

***University of Valencia
(Spain)***

7. REPORTS ABOUT WOP IN SEVERAL COUNTRIES

7.1. WORK AND ORGANIZATIONAL PSYCHOLOGY AND ITS DISCLOSURE IN BRAZIL

Work and Organizational Psychology (WOP) is a field of knowledge lodged within Social Sciences which emerged at the sunset of the XIX century to investigate the organization of work institutionalized as the industrial employment and the latter's impact on human life. By now, it is a specialization of Psychology dedicated to explain the profusion of issues and problems arisen within the boundaries between organized work, the person and society. The history of WOP is not significantly distinct in most countries. In this paper WOP identity will be summarized together with its expression in the Brazilian context.

From its very beginning, WOP has evolved in a steady and fertile rhythm in most industrialized countries, turning very soon into an attractive field for academics and a useful tool for professional work. In Brazil, WOP is the second more frequent specialization of psychologists. It started around 1920 as part of the tools posed to support the rationalization of work. Hence, some institutes of research and consultancy were created together with the publication of several texts. Such a visible development was fostered by and grounded on the increasing and turbulent evolution of (industrial) organizations which left behind not only a trail of human problems but also the challenge of keeping human work performance at the pace of economic and organizational advancement. According to that, WOP started to study fatigue and tasks but soon reached problems outside of organizations, such as retirement and well-

being. Now, in the dawn of the XXI century, after over one hundred years of production, WOP can be considered as a necessary instrument for the understanding and functioning of organizations and therefore of the society. Most of the concepts and theories developed within its realms (such as competence, commitment, leadership, quality of life and safety) are comprised as a routine in the agendas of business meetings as well as in the classrooms within which professionals are trained. In Brazil it has been a tradition to keep WOP psychologists permanently in the HRM teams.

The increasing complexity of the organization of work and the continuous unfolding of new problems in the quality of workers' lives have turned the object of WOP integrated to society strategic issues as seen in the quest for better understanding of effective performance, for the prevention of accidents and for the enrichment of the work meaning. By answering to these demands WOP has not been directly assumed as responsible for the troubles in the working conditions but was pressured to put into light the causes of the organization of tasks, of the understanding of conflicts, of the production of work illnesses, of the track of accidents and of the several tensions and mismatches between organizations and other institutions such as family and social life. The literature gives plenty of empirical evidence of the WOP advancement on these issues. Since the late 50s WOP has contributed to these issues by producing critical and instrumental knowledge - two fundamental resources in the arena of problems stemmed from the organization of working life and production. Several known industrial projects in Brazil were rooted on the integration of both instrumental and critical knowledge disclosing that they should walk always together to enrich each other. One of these projects (see Malvezzi, 1988) aimed at overcoming the bad effects of hierarchical

structure in the decision making process on the grounds of the shop floor knowledge developed in the realms of team building and leadership. Another (unpublished) project carried out in a metal industry worked the critical knowledge and diversity as fundamental data for the understanding of team effectiveness. Supervisors were trained to produce critical knowledge which was deployed as a kind of counterpoint for the decision making process. In both cases changes were grounded in the integration of both kinds of knowledge.

The evolution of WOP is better understood if the changes in the syntax of the work place are taken into account. The twentieth century was a peculiar context for the development of WOP because it sheltered distinct syntaxes about society and the organization of work, a condition which fostered the creation, validation, development and decadence of several concepts and instruments as mirrored in WOP from the era of tests and vocation to the era of portable skills and coaching. The syntax of the beginning of the XX century was characterized by the occupational differentiation of tasks within the building of dense structures and the reliance on rationalization of organized work. WOP was given problems to investigate such as the adaptation of workers to tasks and safety prevention. It had to presume the work place under the logic of structures as had to dialogue with professionals that understood the worker as a functional man. Whereas at the sunset of the XX century WOP was set to work within the syntax of flexibilization and networking where structures were dismantled, the employment bound weakened and the enterprises reshaped as loose networks. WOP was given boundaryless careers, psychological contracts and the quality of working life to scrutinize within contexts characterized by bloody competitiveness, emergent properties and the dictatorship of urgency. This syntax presumes the logic of flows and the understanding of the worker as a modular man. A recent investigation of the stage of evolution of HRM in Brazil has disclosed

that about 50% of enterprises are still presuming the organizational context as organized by the syntax of structures and the functional man whereas only 25% are working presuming the context as organized by the syntax of flexibilization (see Tose, 1996). Accordingly, Brazil presents a context in which both syntaxes are found in the same enterprise.

Within that span of time and of these two opposite syntaxes, WOP built and updated its identity grounded on both its own internal differentiation (see the evolution of the concept of work motivation from need to value and desire) and the changes in the “other” (sciences) to which it has to be always referred to, such as Medicine, Sociology and Management. If one takes Cooper’s (1998) concept that differentiation always presume the participation of an “other”, the WOP identity today implies the integration with other fields such as Sociology, Management and Health as a point of confluence of challenges and as the recognition of its own object of study as a more complex than it used to be considered. WOP became a field of dialogue not only with other sciences but chiefly with other specialized areas of Psychology itself such as Social and Clinical Psychology. The policy of the State University of São Paulo allowing a multidisciplinary team of academics to be the supervisor of a PhD thesis confirms the recognition of the complexity of the field and the need of dialogue for the understanding of many problems related to organized work. Today, WOP psychologists are frequent examiners of PhD dissertations in other areas.

Also, some recent books published in Brazil give evidence of that evolution in WOP. Eduardo Davel’s (1995) ‘Human Resources and Subjectivity’ and Fernando Motta & Maria Ester Freire’s (2000) ‘Psychic Life and Organization’ are two issues which reveal WOP as a bulk of knowledge which aggregates concepts of other sciences. Both books aim at explaining the relationship between workers performance and life as products of the interdependence between organizational processes and individuals’ subjective conditions. Through the scrutiny of several

problems (safety, culture, well-being and effectiveness) they analyze how managerial and individuals' intimate psychological processes are intertwined being hardly understood apart from each other. Accordingly, they develop ideas and evidences on how strategies which are a significant feature of management are interrelated with personality, how performance is shaped by unconscious processes and how the latter are shaped by organizational structures and policies, showing that only a dialogue between Administration and Psychology can explain the organization of work. Accordingly, the identity of WOP is less defined by its boundaries with other sciences than by its integration with them, thus creating multilevel analyses.

That shared way of investigating organized work is also mirrored in the division of areas in HRM. In Brazil the HRM is roughly speaking partitioned into four great areas: development, health, rewards/ benefits and institutional relations. Psychologists are spread out in all these areas although most of them are deployed in the realms of development. This partition reveals a kind of community of technologies and theories of which WOP is a fundamental element. The implementation of Total Quality Management models gives evidence of such a community whose task is to explain the integration of subjective, technical, economic and social processes. None of these four areas fits into only one scientific field, disclosing that the recognition of complexity is changing the way problems are designed and dealt with. That trend in Brazil is reshaping the traditional boundaries between several professions.

Finally, it is easily recognized that WOP has not only produced for others (society) but also for improving itself. In order to react to the complex demands of globalized society, networks were created everywhere to serve both researchers and professionals. Brazil has been well developed in that aspect. In times like the present day competitive and technologically advanced society two

conditions have been required by the understanding and the dealing with most of issues and problems: diversity and collective competencies. Unfortunately, there is no room in this paper, to discuss them. The networks fulfil both as it has been the case of WOP. The most highlighted of these networks in Brazil is the ANPEPP group (National Association of Researchers on WOP) whose main activity is the regular contact, to produce and share information, critical assessments, the production and the sharing of resources. The strategy of this group is a regular meeting every other year and the joint generation of knowledge that can be useful to WOP researchers and professionals. Two years ago, it produced a robust text book (see Zanelli et al., 2004) which systemized the main topics of WOP in Brazilian context. Presently, the ANPEPP group is finishing an empirical research to investigate the activities accomplished and positions held by Psychologists.

Looking at these 120 years of WOP's existence (both in Brazil and elsewhere) it is not difficult to understand its role as a set of distinct eyes looking continuously at the subjective features of the organization of work. As such, WOP has been an instrument for the transformation of society because it has fulfilled the function of knowing, criticizing and creating.

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Submitted by:

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Universidade de São Paulo

(Brazil)

7.2. INDUSTRIAL, WORK AND ORGANIZATIONAL PSYCHOLOGY IN TURKEY

Psychology lectures and publications started at Istanbul University in 1870, during Ottoman period. After Turkey Republic is established in 1923 psychology courses were offered by Teachers Training Institute. During this period psychology professors from Europe and North America came to Istanbul and contribute to organize the psychology curriculum at Turkish Universities.

The first experimental psychology laboratory was established in 1937 and Turkish Psychological Association (TPA) published the first Psychology Journal in 1940. During this period, two well known (in Europe and U.S.) Turkish psychologists, namely Mumtaz Turhan from Istanbul University who had completed his PhD in Germany and obtained a second doctorate in U.K., and Muzaffer Serif who completed his PhD in the U.S., were two of the leading scholars of psychology in Turkey.*

Industrial psychology emerged in 1960's as undergraduate classes at several universities and psychotechnics laboratories (focusing on selection and man-machine interaction) was established at Turkish Railway Company and a few textile industries.

After 1980's I-O psychology and its contributions were known, to some extent, both by academia and private sector organizations. During the last decades, undergraduate classes and graduate

programs in Industrial, Work and Organizational Psychology are disseminated.

Despite these developments, before the scientist - practitioner model of Work and Organizational Psychology became "known" in organizations, human resource management practices started as a "fad" and the signs as "personnel departments" replaced with "human resources management departments" in organizations. Unfortunately in late 80's there were almost no HR experts to be placed in HR departments. Therefore, lawyers (through their industrial relations, work with unions) started to work in HR departments with ad-hoc applications for job analysis, selection, performance evaluation techniques, organizational development, organizational surveys and other basic functions. Professionals like engineers, economists, retired army and police officers were recruited for human resources management departments. Thus, organizations and industry were not able to establish functional selection, promotion, performance evaluation, training programs, systems. During this period Total Quality Management (TQM) was introduced where the importance of participative leadership, team work, employee involvement, importance of communication, feedback systems came to the stage in organizations. The national industries and some organizations were highly involved establishing a professional HR department and using these systems efficiently. In mid nineties some large scale industries were able to win the European Total Quality Management Award (EFQM) consecutively for three-four years and the growth of these companies were remarkable. This was a great eye opener for hundreds of organizations in industry. Companies became aware of the virtues of "selecting the right people for the right jobs" and training and development programs, and attitude surveys across organizations in private sector were disseminated.

Submitted by:

Prof. Handan Kepir Sinangil

Marmara University

(Turkey)

8. OBITUARIES

Frank Heller

Dr Frank Heller, a leading, internationally renowned researcher based for many years at the Tavistock Institute of Human Relations in London, died in May this year at the age of 87. He was working at the Institute right up until his death. Frank regarded himself as a social scientist rather than as a psychologist or sociologist, and with good reason. His first qualification was in engineering but he then gained a degree from the London School of Economics in economics and sociology and followed this with an MA in psychology from Birkbeck College. Some years later, after working for several years, he completed his PhD in organisational psychology from London University.

Frank had a truly international outlook, partly as a result of his background and partly because he was a much travelled man. He was born in Vienna but completed his schooling and his university studies in London. After a spell as head of the fledgling Department of Management at the Polytechnic of Central London, he spent several years working for international agencies in South America which he followed with short spells at Berkeley and Stanford before he returned to London and to the Tavistock Institute in 1970. Part of the motivation for this move was a meeting at Stanford with Fred Emery who was then engaged with Einar Thorsrud on the workplace industrial democracy project in Norway. Frank's major long-term research interest lay in management power and decision-making and the conditions under which influence in decision-making might be shared. He was dubious about the scope for effective workplace participation without the appropriate support from the leadership of the organisation. Most of his major

international research stemmed from this interest.

Much of Frank's work was based on international comparative projects with a range of colleagues who reflected his belief in an integrative social science approach. He had started his international collaboration in the 1960s providing a South American input to Mason Haire's comparative study of management styles. He subsequently participated in a number of international studies including projects on competence and power in decision-making, on the meaning of work, and perhaps most notably, on industrial democracy in Europe. In each case, an underlying focus was the extent to which sharing decision-making enhanced the quality of decisions and the outcomes for both workers and the organisation. He also developed a distinctive methodological approach which he termed "research action". This was partly a deliberate attempt to counter a tendency he perceived in some action research to rush to action without any reflective theoretical perspective and without fully engaging the actors in the context. He was therefore a strong advocate, as part of research action in the use of survey feedback methods as a means of checking understanding and also involving survey participants in the research process.

In 2000 Frank, with three of his closest long-term colleagues and friends, George Strauss, Eugen Pusic and Bernhard Wilpert, published *Worker's Participation in Management*. This was a scholarly and intellectually rigorous summing up of their decades of research. It was also in many ways a rather sad book in so far as it concluded that the 'industrial democracy project' of the second half of the 20th century had largely failed. In effect, Frank's early analysis had been right; the success of industrial democracy depends on the supportive decisions from those in power in organisations. If this is not forthcoming, and increasingly this appears to be the case, then, in

the absence of strong legislation, industrial democracy is unlikely to flourish. Towards the end of his life, Frank had been working on projects concerned with the environment and energy conservation. These included processes for raising awareness of the importance of energy conservation among school-children. This shift towards a focus on more local empowerment perhaps presages one of the processes that is beginning to take a firmer hold in organisation and beyond to maintain the systems of participation, democracy and power sharing that Frank and his colleagues held so dear.

Frank had a prolific research output with over 100 articles and 13 books. His core output was essentially academic but he was also an acute observer of political and social processes and a very regular contributor to the letters columns of the leading UK newspapers. His belief in an integrative social science extended to a recognition of the value of both quantitative and qualitative methods; and the importance of an ethical engaging approach to research found a ready home at the Tavistock Institute of Human Relations.

Frank worked closely throughout his life with a wide range of work and organisational psychologists. In the early days, these included Americans such as Lyman Porter and Gary Yukl. In several of his European projects he collaborated closely with leading figures in W/O psychology such as Pieter Drenth and Bernhard Wilpert. Despite this, he was sometimes critical of a narrow psychology perspective, which he saw as potentially too individualistic. He felt that any serious study also had to take account of context, including the role of institutions and power. Nevertheless, Frank was a regular presenter at many W/O conferences around the world; indeed he was to be found presenting his research to a wide range of social science conferences. Through his collaborative projects and his involvement in conferences and other activities he gained a wide circle of international friends. He was always

eager to engage in debate, though his humour and humanity always shone through. Among his many friends and colleagues in the social science community and beyond, he will be sadly missed.

*Submitted by:
Prof. David Guest
King's College, London,
Council Member, Tavistock Institute of
Human Relations
(United Kingdom)*

Bernhard Wilpert

It is with great sadness and shock that we heard about Bernhard Wilpert's passing away on August 20, 2007. He was one of most outstanding members of our Division and he was also a president of the IAAP. During his presidential period IAAP flourished and developed gaining a greater visibility and achieving important goals. He was very committed to bringing together colleagues from different parts of the world, stimulating research on cross cultural Work and Organizational Psychology topics.

In Europe, he was the 'Founding Father' of the European Network of Organizational Psychologists (ENOP).

With Bernhard's death we lose one of the great figures of European Work and Organizational Psychology in the 20th century. He has played a leading role in scientific, professional and institutional domains within W&O Psychology. He also has contributed in a significant way to the visibility of European Work and Organizational psychology in the international community, being one of its most outstanding representatives.

Bernhard Wilpert, born in Breslau in 1936, studied psychology, anthropology and sociology in Tübingen, Germany and Eugene, United States. He received his Ph.D. from the University of Tübingen in 1965. From 1969-1978 he was a Research Fellow at the Science Center Berlin where he became well known for

his international comparative studies on management and participation and the introduction of new technologies. In 1980 he was appointed Professor of Work and Organizational Psychology at Technische Universität Berlin (TUB; Berlin University of Technology). Between 2001 and 2002 he also served as Vice President of TUB, with particular responsibility for international affairs and the promotion of young scientists. After his retirement in October 2003, Bernhard continued his research as a very active Emeritus in the department of Work and Organizational Psychology at TUB.

His main research interests focused on three different fields:

International Management and Participation Research

Bernhard conducted several comparative studies about decision-making of management in 8 countries, and about the role of participation in 12 European countries. Together with the IDE team he shaped the notion of Industrial Democracy in Europe. In addition, his studies covered Sino-German joint ventures from an intercultural point of view.

The Meaning of Working (MOW)

The original MOW research began in 1978 with a cross-national study conducted by the MOW International Research Team (MOW IRT) composed of Work & Organizational psychologists from eight countries. The research addressed comparative studies of the role work plays in people's lives within the fabric of industrialized societies, and focussed on work as paid employment in traditional and new employer-employee contracts, work careers, absence of work, and work-nonwork connections. The original research team included some of the most known colleagues in Europe. Erik Andriessen (Netherlands), Vojko Antoncic (Slovenia), Rita Claes (Belgium), Pol Coetsier (Belgium), Pieter Drenth (Netherlands), George England (USA), Itzhak Harpaz (Israel), Frank Heller (UK), Marnix Holvoet (Belgium), Jyuji Misumi

(Japan), Antonio Ruiz-Quintanilla (Germany/USA), Rob van der Kooij (Netherlands), William Whitely (USA), and Bernhard Wilpert (Germany). Based on this research another MOW research program was formally established in 1990. As part of this latter program several replication studies were conducted enlarging the original scope of research. Furthermore, MOW has always promoted advanced human resource management practises using motivational programs, work stress management, career development, diversity management, and global management.

The Role of Human Behavior in High-Reliability Organisations

From 1990 on, the main focus of Bernhard's work had been on issues of safety in high-reliability organisations like airlines, nuclear power plants, chemical plants, or hospitals. It was then when he founded the Research Centre for System Safety (*Forschungsstelle Systemsicherheit, FSS*) at the TUB. FSS is specialized on the human contribution (factor) to improve safety in high-reliability organisations by considering the interaction of human, technology and organisational characteristics and processes. His main contributions to this field include several conceptual publications, as well as the development of a specific tool for human factors-oriented event-analyses in nuclear power plants which meanwhile has become a standard tool in Germany and Switzerland. The study of these questions made him the first social scientist to become a member of the German Federal Commission for Nuclear Power Plant safety (RSK). From 1992 on he served as consultant of RSK.

Bernhard Wilpert's scientific work includes more than 150 journal articles and book chapters. In addition, he was the editor of 21 books and served as member of the editorial board of several scientific journals. The international acknowledgment of his work is reflected in a number of awards and honorary functions and memberships. In 1989 he received the honorary doctorate of the Rijkuniversiteit Ghent for his international comparative organization research. From 1994-

1998 he served as President of the International Association of Applied Psychology. In November 1999 he was appointed honorary professor of the Academia Sinica Beijing, China, for his contributions to international psychology. In 2001 he became a Foreign Member of the Royal Dutch Academy of Sciences as a token of the Academy's appreciation of excellent scholarly work. In 2003 he received the award by the European

Association of Work and Organizational Psychology (EAWOP) for contributions to the development and structuring of work psychology in Europe.

Submitted by:

***Prof. Dietrich Manzey,
Technische Universität Berlin.
(Germany)***

9. NEWS FROM MEMBERS OF IAAP DIVISION 1

9.1. Prof. Virginia Schein, Past President of IAAP Division 1, has been appointed as one of the IAAP representatives at the United Nations

Recently, our Past President *Prof. Virginia Schein* has been appointed as a member of the team from IAAP at the United Nations. Her presence in such a team may be very helpful to bring into the views and contributions that Work and Organizational Psychology can do to a number of issues on related topics. We wish Prof. Virginia Schein and to all the team plenty of success in their tasks.

9.2. Prof. Franco Fraccaroli elected as President of European Association of Work and Organizational Psychology (EAWOP)

Recently, Prof. *Franco, Fraccaroli* (University of Trento, Italy) has been elected as President of European Association of Work and Organizational Psychology (EAWOP).- www.eawop.org
We wish Prof. *Franco Fraccaroli* and to all the Association a lot of success in their work.

9.3. Prof. Fred Zjilstra elected as President of the Section Work and Organizational Psychology of Dutch Society of Psychologists (NIP)

Recently, Prof. *Fred Zjilstra*, has been elected as President of the Section Work and Organizational Psychology of Dutch

Society of Psychologists (NIP). The Section Work and Organizational Psychology of NIP has about 3000 W&O Psychologists. We wish Prof. *Fred Zjilstra* all the success in his tasks.

9.4. European Commission supports academic visits of scholars and students from the Universities of Barcelona, Bologna, Coimbra, Paris V and Valencia to Portland State University

In the context of the Erasmus Mundus Master Program, an **action 3** has been awarded to the consortium of Universities that organizes the Master in WOP Psychology to support the visits of scholars and students from the consortium to Portland State University (Oregon, USA). The main objective of the partnership is the creation of an exchange structure that allows both institutions to improve the development of educational and research activities.

The partnership will be mainly centred on the exchange between students and scholars from both institutions to develop research, learning and/or teaching activities at the partner institution. The program will be supported till the year 2010. During 2008 several study-visits of European staff and students will take place and Prof. Keith James from Portland State U. will visit several universities of the consortium

9.5. Winter Schools at the European Master Erasmus Mundus on Work, Organizational and Personnel Psychology (WOP-P)

11- 23 February 2008 (Italy)

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

The European Master in Work, Organizational and Personnel Psychology (WOP-P) opens its Winter Schools to **12 postgraduate students** interested in this area of expertise and non-registered in the Master.

The Master WOP-P is one of the 100 postgraduate programmes supported by the *Erasmus Mundus Programme* and the only one in the professional and academic area of psychology. *Five European Universities* deliver the Master: Universitat de València (Spain), Universitat de Barcelona (Spain), Université René Descartes Paris V (France), Alma Mater Studiorum-Università di Bologna (Italy), and Universidade de Coimbra (Portugal). (Please, visit the web page for further information www.erasmuswop.org)

What are the Winter Schools?

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

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

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

To Whom it is Addressed?

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

When, Where and How?

Both Winter Schools are organized as a blended learning combining e-learning with an internship of 2 weeks. A total number of 25 students per Winter School will follow different lessons and seminars either in Organizational or Personnel Psychology.

The total workload will be 10 ECTS according to the following calendar:

- *E-learning phase.* From 1st November 2007 till 11th February 2008. Study supported by electronic platform.
- *Internship phase.* From 11th February to 23th February 2008. Seminars will take place in Bologna (Organizational Psychology; Personnel Psychology).
- *Assignment phase.* From 23th February till 23th March 2008. Assignment (e-learning).

A Certificate will be issued by the Consortium of the Master for external students.

Information about fees, lodging costs, location and other matters is posted at: <http://www.uv.es/erasmuswop/WS>. E-mail: erasmuswop@uv.es

Submitted by:
Prof. Jose M. Peiró,
University of Valencia
(Spain)

10. CALLS FOR SCHOLARSHIPS, EXCHANGES, ETC.

10.1. Call for grants for Non-European Scholars' grants from the European Commission to teach in the Master of Work and Organizational Psychology (3rd edition. 2008-2009)

The call for three grants to teach in the Erasmus Mundus Program in WOP-Psychology during the academic year 2008-2009, is now open. Candidates may be scholars from non European countries who would like to spend a stay of three months in one or several universities of the consortium (Barcelona, Bologna, Coimbra, Paris V and Valencia).

The amount of the grant is of 4000 euros monthly plus 1000 euros for travel costs. Deadline for application: **15th of December 2007.**

More detailed information:

www.erasmuswop.org

10.2. Call for Student Grants from the European Commission to study the Master of Work and Organizational Psychology (3RD edition. 2008-2009)

(Universities: Barcelona, Bolona, Coimbra, Paris V and Valencia)

Non European students with a degree in psychology can now apply for admission at the Master of Work, Organization and Personnel Psychology. This Master is organized by a **consortium of five**

European Universities. The duration of **the program** is two years, with a total workload of 120 ECTS credits. Students will attend at least two of the partner institutions (Home and Host Universities). Students are awarded with a **double degree**, delivered by two Universities. The Master qualifies for the **professional practice** of WOP-P and allows access to doctoral studies in this and related disciplines. Moreover, students will gain a broad view of the discipline thanks to the **mobility** requirements. The Master promotes direct interaction between students and scholars from European and non-European countries. **Mobility scholarships** under the Erasmus program can be applied for in order to allow mobility. The Erasmus Mundus program is intended to strengthen international links. Thus, one main interest of the Consortium is the development of partnerships with non-EU higher education institutions.

Who can participate in the program?. Students with a **degree in psychology**, full-time dedication, a good level in English, and fluency in at least one of the European languages of the Consortium (Spanish, French, Italian, or Portuguese).

Amount of the grant and application deadlines. The total amount of the grant is 42000 euros and the application deadline for students is **December, 15th, 2007.**

More information: www.erasmuswop.org

Submitted by:

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

11. FUTURE CONFERENCES AND CONGRESSES

International Association for Research in Economic Psychology (IAREP) Annual Conference

September 9 - 12, 2007
Ljubljana, Slovenia
URL: <http://www.iarep.org/conferences.htm>

Psychological Assessment in Personnel Selection

November 23 - 25, 2007
Delhi, India
URL: www.personnelselection.org

International Conference on Ergonomics

December 3 - 5, 2007
Penang, Malaysia
URL: <http://www.ice2007.um.edu.my>

BPS Division of Occupational Psychology Conference

January 9-11, 2008
Stratford-upon-Avon, UK
URL: <http://www.bps.org.uk/dop2008>

Society for Cross-Cultural Research Annual Conference

February 20 - 23, 2008
New Orleans, Louisiana, USA
URL: <http://www.sccr.org>

Work, Stress and Health Conference

March 6 - 8, 2008
Washington, DC, USA
URL: <http://www.apa.org/pi/work/wsh.html>

23rd Annual SIOP conference

April 10-12, 2008
San Francisco, USA
URL: <http://www.siop.org/Conferences>

4th European Congress on Positive Psychology

July 1-4, 2008
Rijeka, Croatia
URL: <http://www.pospsy.ffri.hr>

29th International Congress of Psychology

July 20-25, 2008
Berlin, Germany
URL: <http://www.icp2008.org>

19th International Congress of the International Association for Cross Cultural Psychology

July 27 - 31, 2008
Bremen, Germany
Contact: k.boehnke@iu-bremen.de

8th Conference of the European Academy of Occupational Health Psychology

November 12-14, 2008
Valencia, Spain
URL: <http://www.ea-ohp.org/Conferences>

14th European Congress of Work and Organizational Psychology

May, 13-16, 2009
Santiago de Compostela, Spain
URL: www.eawop2009.org

11th European Congress of Psychology

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

32nd Interamerican Congress of Psychology

June 28-July 2 2009
Guatemala
URL: <http://www.sip2009.org>

International Congress of Applied Psychology

July 11 - 16, 2010
Melbourne, Australia
URL: www.icap2010.com

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*Please use editor's e-mail to
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