

Monthly Topic

Safety culture in organizations: WOP Psychologists as a bridge between the human factor and technology

The nuclear catastrophe occurred in Japan has once again risen the issue of security in organizations, especially at the high risk ones as nuclear plants or petrochemical industries. Before the Chernobyl disaster in 1986, security was seen as something technological. However, after this catastrophe attention was paid to safety culture. But what is the safety culture? And what can WOP psychologist do to contribute to high-risk organizations' security?

WOP Psychology contributions to HR Management

Human Resources today

In this section we carry out a review along different business and organizational management magazines of the most relevant HR topics nowadays. Our proposal is to share with you what companies (maybe like yours) are concerned about. This month...

New challenges in WOP-P: What do the professionals think about it?

Interviewing Robert Roe

In this newsletter edition we had the opportunity to interview Dr. Robert A. Roe, professor emeritus of organizational theory and organizational behavior at the Universiteit Maastricht. Dr. Roe is the president of European Federation of Psychologists' Associations and was recently involved in the development of EuroPsy, the European Diploma for Psychologists.

Master Wop-p news

Master WOP-P attendance to the XV EAWOP Congress (25th-29th of May in Maastricht)

Master WOP-P students start their internships in national and international companies

The WOP-P Master has been awarded with the MOY label of the Mediterranean Office for Youth

Contact us by e-mail: newswopp@gmail.com

Do you have problems reading a PDF? Other formats available on <http://www.uv.es/interuni/newswopp>.

This newsletter is sent only to employees of the Master WOP-P. It remains forbidden the free distribution of its content. If you do not wish to receive this email please send an email to newswopp@gmail.com

WOP-P Newsletter is a magazine developed by the students of Master WOP-P in Valencia. The texts published on this page must not be copied or distributed, they must not be publicly reported or used for commercial purposes and they must not be used to elaborate other works

Safety culture in organizations: WOP Psychologists as a bridge between the human factor and technology

The nuclear crisis in Japan has increased global concern about security culture in organizations, especially those known as high risk (petrochemical companies, airlines, power plants, etc.). Now more than ever, is a necessity to work together in order to promote the health and safety of workers, citizens and society in general. But what has been done to foster security culture in organizations? What role do WOP psychologists have in this context?

The practice of security culture within organizations has had two different stages, determined by the Chernobyl disaster in 1986. Before this nuclear disaster, security used to be preserved by creating reliable technologies (technological factor). After Chernobyl, and after the term safety culture came out; maintenance of security has become a responsibility of both organizational management and employees (what we can call human factor).

Safety culture includes values, beliefs and norms, such as policies, practices and procedures. These are shared by members of the organization to achieve high levels of security beyond organizational boundaries. Nowadays nobody doubts the importance of this concept, and many organizations are proud to include it in their Philosophy and the way they work. However, as Rollenhagen (2010) explains, the strong current focus on safety culture, along with the belief that many of the technological designs are good compared to their inherent characteristics, can lead to an imbalance in the strategies of safety management. It is important to have in mind that both factors are crucial and that a deficiency in any of them may be a bug in the whole system. Furthermore, the alignment between these two factors is a sine qua non to obtain high levels of security. This is where WOP psychologist made their contributions:

- Ensuring that technological designs facilitate the development and maintenance of a strong safety culture and vice versa, since in many cases the organizations do not design the technology which they work with.
- Developing and managing a multidisciplinary staff ready to assist in the understanding and integration of knowledge and practices.
- Creating effective communication paths, showing transparency in the processes and avoiding blame culture when reporting deviations in order to achieve a proactive involvement to safety, rather than a reactive fear to the results.
- Promoting innovation and autonomy that lead an adaptation to new complexities and demands without undermining the organizational security.

- Creating an alignment between resources (human and technological) and the demands of interest groups, without affecting the organizational safety performance.

The current challenge of WOP Psychologists is to work in the alignment with those disciplines that can contribute to high levels of organizational security.

Reference

-Rollenhagen, C. (2010). Can focus on safety culture become an excuse for not rethinking design of technology? Safety Science, 48, 268-278

Human resources today

In this section we carry out a review along different business and organizational management magazines of the most relevant HR topics nowadays. Our proposal is to share with you what companies (maybe like yours) are concerned about. This month...

Work-life balance program: the compromise of the touristic resort Holiday World

A work-life balance program has been set off by the HR management board of the Grupo Peñarroya. 98% of the staff participated sharing their suggestions and proposals regarding their organizational context. These suggestions have been transformed into the following policies: 'family support, time and place flexibility, career development, employment quality and equal opportunities'.

Revista Aprende RH N° 29, <http://www.aprenderh.com/contenidos.asp?id=256>

Peiró proposes a humanist model in order to allow organizational change

José María Peiró, professor of the Master WOP-P, proposed at the Conference of Innovation and New Technologies in Human Capital Management, organized by Santiago Consultores and Beyond Economics, a scientific model in order to manage change in a more efficient, economic and human way.

RH Media, Abril, Por: José María Peiró,

http://www.rhmedia.es/noticias/peiro_propone_un_modelo_humanista_para_el_cambio_en_l-id0246.html

Social networks are the new and most used tool to look for a job

The use of social networks to look for a job has been a revolution for the traditional sources of recruitment. HR departments have not stayed aside of this fact and they have joint to the 2.0 web. A European study has shown the preferences of each country regarding the use of social networks as a resource to look for a job.

Capital Humano, N° 253, Por: WOLTERS KLUWER ESPAÑA,

http://capitalhumano.wke.es/noticias_base/seccion/actualidad/subseccion/noticias/las-redes-sociales-se-imponen-en-la-b%C3%BAsqueda-de-empleo

Telework and video conference could allow a small company to save up to 1200 Euros per year.

In general, virtual work (fax, mail, conference call and video conference) allows a better management of team work as well as customer relations. Besides, they allow to cut costs down. Thus, more companies are currently betting for these solutions. Axiatel predicts that the use of these services by the companies could be multiply by ten next year.

Los Recursos Humanos, Abril 2011, <http://www.losrecursoshumanos.com/contenidos/7873-el-teletrabajo-y-la-videoconferencia-podrian-ahorrar-a-una-pyme-hasta-1200-euros-al-ano.html>

To face the crisis, take a step!

The current economical crisis is also an opportunity to generate new ideas, since 'we are in a way responsible of what happens to us'. It is then necessary not to be passive and take example of people who act on their own initiative, decide about their future and react actively looking for solutions. The current situation is a good opportunity to get education and training and seek for new career paths: 'at the end, you are the one who decide'.

RRHH Magazine, Abril 2011, Por: Josep Miró,
<http://www.rrhhmagazine.com/articulos.asp?id=720>

Interviewing

Robert A. Roe

In this newsletter edition we had the opportunity to interview Dr. Robert A. Roe, professor emeritus of organizational theory and organizational behavior at the Universiteit Maastricht. Dr. Roe is the president of European Federation of Psychologists' Associations and was recently involved in the development of EuroPsy, the European Diploma for Psychologists. Roe is the founding-president of the European Association of Work & Organizational Psychology (EAWOP), the founding-director of the Work & Organization Research Center in Tilburg (WORC) and also the president of Scientific and Professional Advisory Board of Master Erasmus WOP-P. He played an active role in the European Network of Organizational and Work Psychologists (ENOP) especially with regard to the development of the European Reference Model and Minimum Standards for Work and Organizational Psychology. He was also general director of the Netherlands Aeromedical Institute in Soesterberg, the Netherlands.

Over the years Robert Roe has written more than 300 scientific and professional publications, including several books. He has also served on the editorial boards of various scientific journals, currently including 'Applied Psychology - An International Review', the 'Journal of Organizational Behavior' (USA), and the 'European Journal of W&O Psychology' (Europe).

Dr. Roe mentions that organizations nowadays face challenges such as the changes which refer to place and time, to the forces that people exert on each other, and the change in ownership of organizations which implicates a psychological disconnection between ownership and membership of the organization which can lead to very complex situations. Dr. Roe suggests that organizations must accommodate to these changes in order to survive, and they do so by a process of accommodation which has important psychological aspects that are translated into a need for organizational design and organizational change, Human Resources Management activities, design of work places, equipment, procedures and management consulting. These aspects are the so called "traditional" contributions that WOP psychologist.

Besides this Dr. Roe emphasizes that WOP psychologists should also focus on social problems. He states that the typical problems they need to address are the interaction of people in teams, promotions, conflict, abuse, miscommunication etc.

When talking about a competent WOP psychologist, Dr Roe highlights that psychologists must be able to deal with a broad range of issues in organizations such as the mentioned changes by updating their knowledge, skills, attitudes and competences in the course of their career.

Finally, Dr Roe concludes that the human factor always plays a critical role in organizations. Thus, WOP psychologists are in a privileged position to advice organizations because of their deeper understanding of people, because of their broad arsenal of theories and models, as well as methods of assessment and intervention that have been developed for use in organizational settings. WOP psychologists need to be aware of the historical and societal context in which organizations have emerged and in which they themselves live and to be able to reflect on organizational phenomena as they develop over time.

[Full interview](#)

Master WOP-P attendance to the XV EAWOP Congress (25th-29th of May in Maastricht)

Students and professors from the Master WOP-P will attend the XV European Congress of Work and Organizational Psychology. The aim of this congress is aligned with the EAWOP (European Association of Work and Organizational Psychology) philosophy. This is, to allow the professional and academic worlds get closer. This annual event will take place in Maastricht (The Netherlands) and the topic this year will be 'Decent work and Beyond: work and Organizational Psychologists contribution to society'. With the aim to foster the scientific-practitioner model, the Master WOP-P has provided 6 grants to the second year students who had been previously accepted in the congress as speakers. <http://www.eawop2011.org/>

Master WOP-P students start their internships in national and international companies

Students of the second year of the WOP-P Master have started their internships in different companies placed in countries like Deloitte (Uruguay), Adecco (Ireland), Ford (United Kingdom) and Melia Hotels (Spain). This period represents the last teaching unit of the WOP-P Master

The aim of the internship is to allow students to put into practice the knowledge acquired along their studies, as well as to develop new competences in a real professional setting.

The WOP-P Master has been awarded with the MOY label of the Mediterranean Office for Youth

The MOY label of the Mediterranean Office for Youth acknowledges the quality of the Master WOP-P because of the mobility program that offers and the joint diploma that its students acquire. Thanks to this program the students of the Master WOP-P have the chance to study in two of the five universities that form the consortium of this master.

The Mediterranean Office of Youth is a non profit organization established with

the aim of acknowledge that migrations with educative propose are a decisive factor in the creation of wealth, the cultural exchange and the mutual understanding of the Mediterranean countries. A total amount of 16 countries form the Mediterranean Office of Youth and all of them presented at the end of 2010 their master and PhD programs in order to obtain the MOY label. A total of 44 programs finally obtained this distinction. The goal of the Mediterranean Office of Youth is to promote the mobility of the young students of Master or PhD and, in turn, the circulation of ideas, knowledge and abilities. That is why the MOY label given to the Master WOP-P shows that this master is fostering a common future with more opportunities for the Mediterranean youth.