

Executive Committee :

Frederick Anseel, Belgium (President) – Helen Baron, United Kingdom (General Secretary) – Jose Ramos, Spain (Treasurer) – Cristian Balducci, Bologna Italy – Barbara Smorczewska, Poland – Janine Bosak, Ireland – AnneMarie Hiemstra, Netherlands

**EAWOP**  
**ANNUAL REPORT ABOUT THE COURSE OF EVENTS**  
**YEAR 2017**

**Executive Committee of EAWOP, May, 2018**  
**Submitted to the General Assembly of EAWOP, June, 2018**

President : Frederik ANSEEL – E-mail : [president@eawop.org](mailto:president@eawop.org)

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The mission of EAWOP (European Association of Work and Organizational Psychology) is to support the development and application of Work and Organizational Psychology in Europe, and to stimulate cooperation between scientists and practitioners working in Europe in the field of Work and Organizational Psychology and the performance of everything that is connected with the above or can be conducive to it. In accordance with this mission we report here on the activities of EAWOP and the Executive Committee of the Association during the year 2017.

## 1. Strategic Priorities

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In terms of strategic priorities for the next four years, the EAWOP Executive Committee has agreed pay specific attention to the following 4 themes, next to our traditional core activities such as the conference, the small group meetings, the work labs and our publications.

### 1.1 Impact on society, organizations and institutions

As work and organizational psychologists, we need to reconsider how we can have more impact on society, organizations and institutions. Our discipline generates so many great insights, both academically-oriented and practice-oriented, but often the broader public is not aware of these or is not adopting them to their full potential. In the current 'economy of attention' it is not always easy to make our voice heard. This means that we need to get better at translating and selling our knowledge base, even if such activities do not come naturally to us. We may need to redesign some of our communication efforts or come up with new focused initiatives with the aim of increasing the impact of what we do and strengthening our identity. The instalment of a policy-impact task force is a first initiative, but we will also look to join forces with our global partners such as The Alliance for Organizational Psychology, IAAP and SIOP in doing so as they share our aims.

### 1.2 Close the practitioner-academic gap

We need to intensify our efforts to close the practitioner-academic gap. Closing the gap is not a new idea nor will it be achieved easily. But it touches at the very heart of our identity as Work and Organizational Psychologists. By advocating an evidence-based approach, by learning how we can communicate with more impact, by making our voices heard in education (e.g., in business

schools), by setting up collaborations between academics and practitioners, by organizing events where practitioners can connect with academics we can enrich our EAWOP identity.

### 1.3 Enhance the robustness and applicability of the insights

Psychology as a scientific discipline is going through a credibility crisis and this is also affecting work and organizational psychology. This means that we need to be critical of our own science and pay close attention to initiatives that will enhance the robustness and applicability of the insights we report in our academic journals. We need to more actively defend our science and the insights we stand for against “fads, fashion and folderol”. As Work and Organizational psychologists, we have the skills and expertise to play a leading role in the further adoption of evidence-based management and we should be leaders in advocating for more responsible research.

### 1.4 Structure EAWOP for sustainability and further growth

EAWOP is continuously growing. We do not need to be afraid of further expansion, but we need to make sure that EAWOP has the organization and the structure to sustain further growth in a healthy and stimulating way. The EAWOP conference is attracting ever more participants and we need to be able to manage such growth. We will seek to more actively involve our members in further developing our structure in a cost-effective and efficient way.

## 2. Congresses

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2.1 The 18<sup>th</sup> EAWOP Congress. Our bi-annual congress was held in May (17- 20) in Dublin. The local organizers of the Congress were the Psychological Society of Ireland in coordination with the Executive Committee of EAWOP. The venue of the Congress was University College, Dublin. Over 1600 delegates –including scholars and practitioners– from 62 countries took the opportunity to learn about each other's work and to initiate and reinforce cooperation links. This is a record for the congress. Delegates came from over 50 different countries around the world. There were over 2000 presentations across the programme including symposia, oral presentations and posters. Events at the Congress included: Invited Keynotes, Invited Symposia, “Meet the Editors“ session, Panel Discussion about publishing, Coordinated Practitioner Sessions, Pre-Conference Workshops and Sessions of the EAWOP-SIOP-IAAP Alliance, Social Receptions were held for the EAWOP-Summer School, the EAWOP WorkLab for practitioners, and EAWOP sponsored journals. The General Assembly of EAWOP and the Constituent Council Meetings, were also held during the period of the conference.

707 responses were received to the post congress survey (43% of delegates attending the Conference). The overall satisfaction score with the conference –on scale from 1 to 10 – was 6.9 (sd= 2.1). This is slightly lower than previous congresses with more variability but the modal satisfaction remains 8.

The EC have noted the specific issues raised in the feedback (E.g. an improved congress app, better catering) and will work with future congress organisers to address these issues.

Following the success of filming Keynote presentations in Oslo, the EC again organised this and these are available to EAWOP members to view via the website. In addition, short interviews with keynote speakers are openly available from the website.

During the congress Angela Carter received the EAWOP lifetime contribution award for the work she has done in setting up and delivering projects for EAWOP such as the e-journal *In Practice* and the *WorkLab* event both during and since her membership of the executive committee.

2.2 Organization of the 19<sup>th</sup> EAWOP Congress (Torino, May, 2019). During the year meetings were held between members of the Executive Committee of EAWOP and the local organizers of the 19<sup>th</sup> EAWOP Congress, The Associazione Italiana di Psicologia (AIP) and the Società Italiana di Psicologia del Lavoro e dell'Organizzazione (SIPLLO). In these meeting arrangements for the Congress were reviewed. The main topics we considered were: conformity with the model of congress, the committees and arrangements for the organization and management of the Congress, administrative tasks, the venue, the fees, the process of review of abstracts, the key dates, the budget, activities for practitioners, advertisement, etc. In addition, members of the Executive Committee of EAWOP contributed to the considerations of Program Committee of the Congress.

2.3 Bids for the 20<sup>th</sup> EAWOP Congress (2021). We have started the process of selection of the city and the local organizers for the 20<sup>th</sup> EAWOP Congress. We have received a formal bid for this congress from the British Psychological Society to take place in Glasgow.

2.4 Bids for future congresses. The Executive Committee have held discussions with parties interested in hosting the congress in future years. The executive committee welcomes interest in holding future congresses.

### 3. Other activities for scholars and practitioners

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3.1 WorkLab WorkLab is an event for practitioners to assimilate new research findings relevant to their practice and network with other practitioners across Europe.

3.1.1 The 2017 EAWOP Worklab. The 2017 EAWOP WorkLab took place November 2-4 in Riga, with the participation of 2 invited speakers and 21 participants from 12 countries enjoyed the event. The theme was Organisational and Culture Change. The main aims of the WorkLab were to provide a platform for the latest scientific research to be brought to an audience of practitioners, who can thereby develop and enhance their professional skills. WorkLab is a workshop event that provides opportunities to: Learn how recent research and theory can be applied in practice; understand modern organizational life and its dynamics better; acquire new skills when working with complex, changing

systems; create new methods and approaches in consulting work; contribute practitioner input for future research agendas; network with other practitioners and discuss new ways and methods.

3.1.2 The 2018 EAWOP Worklab. Arrangements for the 2018 WorkLab have been confirmed. The event will take place 8th-10th November, 2018, in Budapest, Hungary. The theme will be Positive Interventions to Increase Employee Work Engagement. The presenters will be Prof. Arnold Bakker and Kristin Dille.

3.2 Small Group Meetings (SGMs). The EAWOP SGMs are small-scale conferences (20-25 participants) with the aim of stimulating contact between EAWOP members and the development of cross-national collaborative networks within Europe.

3.2.1 During the year 2017 we supported three EAWOP SGMs:

EAWOP Small Group Meetings organized in 2017:

- EAWOP Mid-Career Retreat for WOP/IOP/OB Scholars, September, Friday 22 to Sunday 24, 2017, Miraflores de la Sierra, Madrid
- New Directions in Burnout Research, September 28-29, 2017, Utecht University, The Netherlands
- Fostering healthy organizations: A cross-cultural perspective, October 19-20, 2017 - University of Florence, Italy

3.2.2 A call for SGM to be held in 2018 was made and it was agreed to support the following 6 meetings:

- Organizational frame conditions and their meaning for change recipients, September, 11-14, 2018, Dordtmund, Germany
- Presenteeism and Absenteeism, July, 27-28, 2018, University of Klagenfurt, Austria
- The Future of Work and Organizational Psychology, May, 16-18, 2018, Breda, the Netherlands
- Working Anywhere, Anytime: Work Flexibility from a Management and an Occupational Health Perspective, April 12-13, 2018, Leuven, Belgium
- Workforce Employability and Sustainability, June 28-29, 2018, Eindhoven Technical University, the Netherlands
- Recent Developments in Recruitment and Selection, June 27-29, 2018, University of Edinburgh Business School, Scotland

3.3 Summer school. Preparations for the 2018 Early Career Summer School were undertaken by the organisers from Athens University of Economics and Business. The School will take place 2<sup>nd</sup> to 6<sup>th</sup> June 2018 in Heraklion, Crete, Greece with the participation of 6 invited senior scholars.

## 4. Meetings

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4.1 The General Assembly. The EAWOP General Assembly was held during the 18<sup>th</sup> EAWOP Congress. It was attended by 18 constituent representatives and 144 individuals with full voting rights. A number of reports were received and approved:

- The Presidents Report
- Financial Report of EAWOP;
- Report on Task Force for policy impact and approval of proposals
- Journals;
- Next Congress (Torino, 2019)

The meeting also agreed resolutions on a number of matters

- Approval of Budget for 2018 and 2019
- Approval of Fees for 2020, 2021 (no change);
- Agreed funding for continuation of activity to influence policy and work on a proposal to create a think tank
- The President and three members of the EC stood down following the completion of their term of office and were thanked for their contribution.
  - Gudela Grote (President)
  - Silvia da Silva
  - Ioannis Nikolaou
  - Virpi Ruohomäki
- The term of the General Secretary, Helen Baron was extended for 2 years.
- Frederik Anseel was elected President
- The following new EC members were elected
  - Annemarie Hiemstra
  - Janine Bosak
  - Barbara Smorzewska.
- No new constituents were approved for membership

Full minutes of the meeting can be found on the EAWOP website.

4.2 The Constituent Council Meeting. During the 18<sup>th</sup> EAWOP Congress (May, 2017), we held our annual Constituent Council Meeting with the participation of representatives from 21 Constituents, executive committee members. Delegates were updated on past and future activities of EAWOP.

4.3 Executive Committee Meetings. During the year 2017 we organized 4 Executive Committee Meetings: March 2017 (mainly dedicated to the organization of the 2015 EAWOP Congress), May 2017 (the day before the congress, and especially dedicated to the “fine tuning” of the congress), June 2017 (mainly dedicated to the incorporation of new members and distribution of roles after the GA), and November 2017. In its meetings the Executive Committee reviews the situation of EAWOP and its activities, organizes events, and makes decisions about the day-to-day life of the Association. Short reports (summaries) of these meetings can be found on our website.

## 5. EAWOP Publications

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### 5.1 Journals. EAWOP has three journals:

Six issues of the European Journal of Work and Organizational Psychology (EJWOP) were published with the digital format becoming the main means of distribution. The EJWOP continues in the first quartile of the Journal Citation Report database and has an impact factor of 2.208.

Four issues of the Organizational Psychology Review (OPR) were distributed among EAWOP members. The OPR has increasing impact at the international level. It has an impact factor of 2.07

The EAWOP-in-practice practitioner journal published a special issue on “*Workplace Innovation*”. This journal has also been rated by ABS with 1\*.

5.2 EAWOP website. We continue to develop and update our website and Social Media accounts (Twitter, Facebook, LinkedIn). We have launched a YouTube channel on which conference keynotes are posted (for EAWOP members only after log in) and interviews with leading experts in our field (open to all viewers).

## 6. Other projects and activities

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6.1 Special Call on immigrants and refugees. In the light of the current refugee crisis in Europe and in line with the resolution at the GA for EAWOP to take a more active stance in influencing policy, in 2015 the EC agreed a special call to support activities that would promote efforts to work with refugees to ameliorate their situation. The 6 projects funded are now complete and information about the work is available on the EAWOP website.

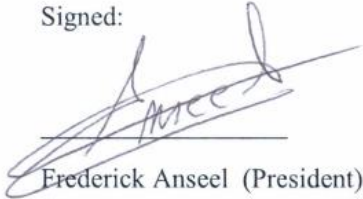
6.2 The Alliance for Organizational Psychology. EAWOP continues as an active member of the alliance and supports its activities.

6.3 Relations with EFPA. We continue to work with EFPA on the promotion of the Specialist Certificate in WOP for the EUROPSY and also on the Assessment Task Force.

6.4 Policy Impact Task Force. As agreed at the General Assembly we continue to promote actions to enhance policy impact such as encouraging Small Group Meetings to consider the policy impacts of their topic and creating training opportunities for members.

Report confirmed by the members of the Executive committee on 4<sup>th</sup> May 2018.

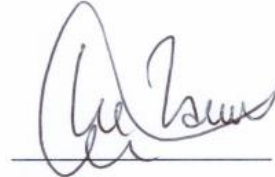
Signed:



Frederick Anseel (President)



Helen Baron (General Secretary)



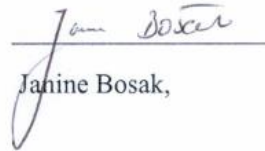
Jose Ramos (Treasurer)



Cristian Balducci



Barbara Smorczewska



Janine Bosak,



Annemarie Hiemstra