



EUROPEAN ASSOCIATION OF WORK & ORGANIZATIONAL PSYCHOLOGY

Newsletter

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Summer/Fall 2002

EDITORIAL

ABOUT THE XIth CONGRESS THEME...

THE XIth EAWOP CONGRESS

14th – 17th MAY 2003

LISBON

With every passing day the EAWOP Congress is coming closer.

As the deadline for abstract submission is approaching (**September the 30th**) we hope to have your contributions helping us to create a big event where practitioners and academics can share information, knowledge, projects, experiences, feelings and doubts about identity and diversity in Europe (and in the World) and about any subject that concerns Work and Organizational Psychology in these days of unknown uncertainty. *(See page 2)*

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IDENTITY AND DIVERSITY WITHIN ETHNIC RELATIONS

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Identity and diversity issues in social interaction are gaining visibility in research conducted by Psychologists in multiple areas, namely in social, educational, organisational and cultural settings. The theoretical meaning of this research agenda roots deep into old philosophical concerns about human nature and its entity, but it became more complex by integrating the idea that, besides being an individual intimate question, it encompasses a broader social dimension. This social dimension derives from the multiple social roles that we play or in which we are invested in different occasions and settings regardless our will. That is the case of social meaningful categories, such as gender, ethnicity, social status or language, that are perceived as distinctive and can be used to turn individuals into anonymous targets.

One of the most salient and dramatic social categories in contemporary industrialised societies is ethnicity. The intensive migratory flows coming from under-developed or at-war regions looking for better opportunities to get a job and to survive, far from reducing inter-ethnic prejudice and discrimination, fostered reactive and discriminatory social responses that put under pressure public policies for immigrants' employment, education, health and social care. *(See page 2)*

(from page 1)

The Organizing Committee has been working hard to make this congress a positive experience to be remembered by all.

Despite some troubles that always came up in these kind of events, the Congress website is working properly and has had thousands of visitors, as you can see at the opening page.

Until now we received abstracts from almost all over the world (Australia, South Africa, Canada, USA and, of course, Europe).

The online abstract submission has been effective, most of the time. However, if you have any difficulties in submitting your abstract, please, instead of getting stressed, contact us immediately (eawopcongress@iscte.pt)! We will help you. That is our compromise.

For the time being, we are making increasing the announcement of the Congress. If you wish to join us in this effort, please, send the address of the website www.eawop-congress.iscte.pt to all of your colleagues/friends committed with W&O psychology.

We are looking forward to personally welcome you all in Lisbon.

Antonio Caetano

(Chairman of the Organizing Committee)

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IDENTITY AND DIVERSITY WITHIN ETHNIC RELATIONS

This is the time, once more, for social scientists to give their contribution to such an urgent social issue by using their specific weaponry: research and transferable knowledge. The nations' shared belief that ethnic difference *is the problem* is not likely to yield to exhortation about justice or equalitarian values. Quoting Hawley and colleagues, "We will eliminate racial and ethnic discrimination as a major force in our society if we better understand the

...

...

sources of prejudice and discrimination and use this knowledge to develop and implement theoretically grounded strategies for changing beliefs and behavior, and altering the institutions and structures within which people function" (1995: 423).

At a social-psychological level, the dynamics of personal-social identities and the power asymmetry between social groups seem to be at the core of the ethnic relations' problem: ethnic categorisation becomes both a salient cue and a deadlock for interpersonal and inter group relations because power asymmetry prevents any sustained integrative negotiation of social and economic resources. Immigrants' ethnic identity thus turns into multiple, complex, situation-bound social identities that swing between inter-group differentiation and inter-group similarity, derived from inner and outer pressures, accounting for contradictory and often ineffective moves towards adjustment to the majority demands.

Neighbourhood, school and workplace are the strongest normative environments these groups must cope with in order to disentangle their mixed perceptions and feelings regarding who they are at a certain point in their lives: On one hand, values carried by the host nation can be a burden which minority groups will try to escape from or to compromise with, in order to preserve the core of their ethnic identity, but on the other hand, these same values can be a positive target to minority members who are oriented toward social mobility or assimilation.

Multiple social identities and the strategies majority and minority groups adopt as a tool for social adjustment, for social innovation or for social disruption seem to be a relevant research topic that encompasses the issues of social diversity and inter-group co-operation. If we develop a deeper knowledge about the intertwining processes accounting for these phenomena may be we can play a role in the design of public and institutional policies to deal with this area of social conflict. That is the challenge.

11TH EUROPEAN CONGRESS ON WORK AND ORGANIZATIONAL PSYCHOLOGY

14-17 May 2003, Lisboa, Portugal

IDENTITY AND DIVERSITY IN ORGANIZATIONS - BUILDING BRIDGES IN EUROPE

MAIN TOPICS:

- ❖ **Building Bridges in Work and Organizational Psychology in Europe** (Work and non-work, Academics' and practitioners' work, Immigration and integration, Experiencing diverse cultures, Dealing with workforce diversity).
- ❖ **Human resources management** (Selection and assessment, Reward systems, Training and development, Career management, Identity and diversity in HRM).
- ❖ **Teams and workgroups** (Team building and effectiveness, Cyberspace and virtual teams, Inter-group relations at work, Group and team process issues, Team work and creativity, Diversity in work teams).
- ❖ **Emotions in workplace** (Emotional labor, Emotional intelligence, Management of emotions at work, Emotions in diverse organizational contexts).
- ❖ **Job stress and healthy organization** (Professional burnout, Diversity as a new stressor, Well-being at work, Workplace health promotion).
- ❖ **Conflict and negotiation** (Diversity and conflict, Conflict management).
- ❖ **Leadership and management** (Competence management, Performance management, Diversity and leadership).
- ❖ **Change management and development** (Organizational change processes, Merger and acquisitions, Identity and organizational change).
- ❖ **Technology and organizational innovation** (Networks and learning, Knowledge transfer, Managing innovation).

- ❖ **Individual / organization fit** (Trust and organizational justice, Organizational commitment, Psychological contract, Attitudes and behavioral options).
- ❖ **Organizational culture and values** (Organizational culture and identity, Culture and values at work, Culture and performance).
- ❖ **Research and methodology** (Cross-sectional research, Longitudinal research, Cross-cultural research, Field and experimental research).

IMPORTANT DEADLINES:

Submission for symposia, individual oral presentations, posters and interactive sessions in the topics of the Congress are invited.

Abstracts must reach the Congress Secretariat by **30 September 2002** at the least. Abstracts will be on the Congress CD only if the registration fee is paid by **1 March 2003**.

More Information: www.eawop-congress.iscte.pt

This congress is jointly hosted and organized by the APP, the CIS and the DEPSO/ ISCTE and held under the auspices of the European Association of Work and Organizational Psychology (EAWOP).

SEE EAWOP website: <http://www.eawop.org>

FINLAND

Work and Organizational Psychology Forum

TOP-Fairs and other activities in Finland

By Henry Honkanen, WOP-Forum chairman

The Work and Organizational Psychology Forum (WOP-Forum, in Finnish TOP-Forum) is an umbrella organisation for work and organisational psychologists in Finland.

Our association was founded in 1992 to promote co-operation between academicians and practitioners as well as between psychologists and other professionals working in the field. The two founders of the association were: The Finnish Psychological Association representing practitioners and The Finnish Psychological Society representing academicians and researchers.

The official members of the WOP-Forum are these founder associations. Accordingly, WOP-Forum is a confederation of associations and has no direct individual members. Individuals can, however, have associate membership (but no right to vote in the general assembly). Today, we have about one thousand names in our mailing list.

The WOP-Forum's main activity is to organise the annual November **TOP-Fair**, a one-day conference. The conference usually consists of three parallel sessions on different themes. Presentations handle both recent findings in research and current trends in practice.

One important target is the presentation of practical tools and methods for developmental work and consultation. For example, last November we had the following themes: 1) how to manage creativity, 2) work, home, homework and well-being, and 3) new ways of organising – how to manage diversity.

The number of participants has been 100-200 in the TOP-Fair. They are psychologists as well as non-psychologists: consultants, work place counsellors, HR- or HRD-Managers, researchers, trainers, specialists from occupational health etc. with various educational backgrounds.

Occasionally we organise also smaller workshops, group discussions and seminars. In the future, we like to do even more work to develop the networks of professionals and to build forums for the exchange of ideas, experiences, knowledge and art of doing. One way to do this has been to build small groups, where people are mentoring each other, e.g., HR-Managers discuss on how to manage the multitude of their roles in work. We are also building the infrastructure of networking by means of Internet, e.g., we are gathering directories or database of experts working in field in order to present this in our web pages. We hope that people could find in this way easier the suitable experts or their colleagues. You will find our website in the following address:

<http://www.mindcom.fi/topforum/>

MINUTES OF THE CONSTITUENTS COUNCIL

Minutes of the EAWOP Constituents Council

Hannover, on Sunday, 09.00-16.45, May 5th, 2002

Participants

Chair: Véronique De Keyser (President of EAWOP)

Representatives of the constituents:

Marco Depolo (SIPLO, Italy)

Jose Peiro (COP, Spain)

Ute Schmidt-Brasse (ABO-BDP, Germany)

Henry Honkanen (WOPF, Finland)

Miloslav Solc (CAPPO, Czech Republic)

EC members:

Francesco Avallone, Nik Chmiel, Wilmar Schaufeli, and Matti Vartiainen

Other participants:

Kristiina Fromholtz-Mäki

Opening and introduction

Véronique de Keyser welcomed participants to the constituent council (CC) meeting.

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Noted 1: the small number of constituents represented at the meeting.

Noted 2: discussion on how to increase the number of representatives at CC meetings.

Lisboa congress 2003

Noted 1: congress topic was very important.

Noted 2: deadlines for submissions

- June 30 pre-congress workshops
- September 30 abstracts and symposia
- December 15 acceptances

Noted 3: abstracts must be delivered online

Noted 4: there is an online discussion list on the conference theme.

Received: short report from Antonio Caetano on progress of conference organization.

Noted 5: current marketing activity may not be reaching all potential attendees.

Agreed 1: MV to contact AC for a marketing update.

Noted 6: Constituents play a key role in pushing conference information to their members, practitioners and researchers, who do not belong to institutions. National promotion and support was needed.

Noted 7: EAWOP-L electronic list could be used to market the conference.

Noted 8: EFPA can distribute information in its journals and other channels.

Noted 9: The Prague conference organizers found direct contact between themselves and individuals crucial to the number of people attending.

Agreed 2: AC to build national contacts network through constituents who will actively promote the congress. Leaflets on their own were insufficient. It was important to do this work now.

EC members to be replaced next year

VdeK, MV, VP, and FA finish their terms of office on the EC in Lisboa.

Noted 1: Stability of function and succession planning is needed.

Noted 2: Procedures for elections to the EC and for President are in the statutes. The date for elections is 16-5-2003, candidates must be proposed 45 days in advance (1-4-2003).

Agreed 1: MV to remind constituents of the rules, dates, and deadlines for the elections, and the vacancies that will exist.

Noted 3: Up-to-date constituent contact details are needed. Rosemarie Rerych and Rajka Markovic agreed to do this but lists still need updating.

Agreed 2: MV to contact RR to ask her to update the constituent contact details.

Noted 4: The EC would propose a candidate for EAWOP President.

EAWOP congresses in 2005 and 2007

Noted 1: It was desirable to know the venue and organisers for the 2005 and 2007 congresses prior to the Lisboa Congress in 2003.

The advantages included the opportunity to advertise the next venue at the Lisboa congress, and the extra time for organizers of the following congress.

Agreed 1: There should be a procedure for inviting proposals for congress venues that provided a fair opportunity for each country.

Agreed 2: Proposals should be invited for 2005 and 2007.

Agreed 3: Constituent organizations should be associated with congress proposals, although proposals may be developed by individuals.

Agreed 4: The target was to ascertain congress venues 4 years in advance.

Noted 2: Handan Kepir-Singh had suggested Istanbul be a congress venue for 2005.

Noted 3: Potential political issues relating to Turkey.

Noted 4: There should be an element of strategy in choosing congress venues, and thus venues actively sought.

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Practitioner Issues

Noted 1: Thanks to Ute Schmidt-Brasse for organizing the 3rd EAWOP practitioner conference as part of the ABO congress. The practitioner conference was a result of an EAWOP task force on professional issues, that reported at the Prague EAWOP congress in 2001, and an open forum discussion at the same congress.

Noted 2: EAWOP had put some finances into the organization and running of a joint EAWOP-EFPA-ABO workshop on Testing and Evaluation in a Diverse World as part of the 3rd EAWOP practitioner conference.

Noted 3: EAWOP would help advertise a practitioners' handbook on "Good Practice in Personnel Assessment", edited by Henry Honkanen and Kai Nyman.

EAWOP Task-force topics

Noted 1: Task forces needed resourcing by EAWOP.

Noted 2: Additional Resources could come from the European Commission and other sources.

Agreed 1: EAWOP would pay the expenses of task force convenors, and provide a discussion forum in the EAWOP website.

Noted 3: Task forces should be tasked with meeting their objectives in a defined time-scale, and with a report on their activities.

Agreed 2: Task forces should report to the EAWOP General Assembly meeting in Lisboa, May, 2003, and task force findings could form the basis for symposia at the Lisboa congress.

Noted 4: Discussion of several task force topics.

Agreed 3: Task forces and their topics as follows:

Topic: The knowledge society, Models of continuous professional development and Possibilities of Network of Excellence in the 6th research framework programme of EC. (Conveners: J.M. Peiro and Nik Chmiel)

Topic: Status and Enlargement of W/O psychology in future. (Handan Kepir-Singh or Rajka Markovic to be asked to convene)

Topic: Testing and evaluation in W&O psychology. (Convener: Harald Ackerscott)

Topic: Development of tools and methodologies – European analysis (survey) of the situation. (Conveners: Miloslav Solc and Isabelle Hansez to be asked)

Topic: Quality Systems for Trainers and Consultants. (Convener: Hagen Seibt to be asked)

Agreed 4: Task force Conveners to report initial progress to the EC in Strasbourg, 19-20. October 2002

Future plans and actions

Received: a presentation from Detlef Gerhard, member of the European Commission (Employment and Social Affairs): Information society.

Key issues in the information society: Basic skills, Facilitation of access, Safeguards. Goals for the knowledge society: employability, adaptability, gender equality, social inclusion.

Concerns: Usability, and its effects, of new technology, future job characteristics, new ways of working, health & safety at work, access to work, work-life balance, diversity.

Noted 1: Discussion on how EAWOP could inform EU policy and decision-making re the information society.

Noted 2: EAWOP was very well placed to convene expert panels on a wide range of work and organizational issues related to the information society initiative.

Noted 3: EU financial support for EAWOP activity related to the Information Society programme would be important.

Agreed 1: AC be asked by MV to consider including a keynote speech and or symposium on EU policy making relationships to psychological research and practice.

Agreed 2: The task force convenors on the knowledge society should liaise with Detlef Gerhardt on information society issues.

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MINUTES OF THE CONSTITUENTS COUNCIL

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Agreed 3: Detlef Gerhardt be sent the title of Manuel Castell's book.

Noted 4: EAWOP restructuring could be on the agenda of the General Assembly in Lisboa, 2003.

MINUTES OF THE EXECUTIVE COMMITTEE

EC MEETING IN LISBON, (MARCH 2ND 2002)

Opening

Apologies (all day): RR, VPV, and FA

Apologies (afternoon): VDK, CG

Approval of proposed Agenda

Agreed 1: Agenda approved. RM nominated to be the minutes-keeper.

Noted 1: Nick Chmiel asked again changes to be done in notepaper and literature according to his post in Belfast.

Approval of EC Roma meeting in 22-23 September 2001 minutes.

Noted 2: VDK thanks Nick and Victor for excellent meeting minutes.

Agreed 2: Rome meeting minutes approved.

CC meeting 2002

Agreed 1: CC meeting to be held at Hannover (Maritim Grand Hotel), May 5th, 2002.

Agreed 2: CC meeting to be scheduled from 9 am to 5 pm.

Noted 1: Lunch-buffet to be served in the room during the meeting financed by EAWOP.

Agreed 3: VDK shall invite constituent's representatives (45 days before the meeting according to the statutes, meaning two weeks from this meeting) to come to CC meeting. VDK will prepare the letter to be sent including agenda proposal for CC meeting.

Noted 2: EC member can't be CC member although that isn't specifically written in the statutes.

Noted 3: Possibility of e-mail consultation among CC members has been mentioned instead of a CC meeting, only during the year when there isn't EAWOP conference.

Noted 4: MV had sent e-mails to CC members in order to update some general data, but he received only three replies.

Agreed 4: RR and RM have to contact (phone is the best communication channel for this purpose) CC members according to the list sent to RR and RM, by MV. The task to be done by RR and RM is to collect as much as possible correct data about CC representatives and national psychological association communication channels.

Noted 5: Almost half of constituents are not paying membership fee.

Agreed 5: CG will sent non-payers list to EC members, so EC members can contact them in order to increase paying members number.

Noted 6: RM suggests that each EC member become contact person for few constituents in order to facilitate EC-CC communication in both ways.

Noted 7: VDK stressed importance of activating constituencies and proposed task force groups to be formed in order to deal with current themes.

Agreed 6: VDK will announce some topics and leading persons in the invitation to CC meeting in order to provoke interest and active participation.

Noted 8: EAWOP should "provide" structure for European programs.

Agreed 7: Topics to be proposed to CC members and suggested conveners for each task force group or discussion forum in web are:

Topic: Enlargement of W/O psychology in future Europe – needs of new members; Convener: Robert Roe to be asked to lead this group

Topic: Excellence networks in the 6th research framework programme of EC; Convener: J.M. Peiro to be asked to lead this group

Topic: Testing and evaluation in W&O psychology; Convener: Dave Bartram to be asked to lead this group

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Topic: Models of continuous professional development and knowledge society; Convener: VDK to track and ask appropriate person to lead this group

Topic: September, 11th tragedy's influence on W/O psychology; Convener: TBD facilitator for discussion in the net

Agreed 8: Agenda for CC meeting to include following topics:

- Opening and introduction - VDK
- Lisboa congress – AC
- EC leading figures replacing next year - VDK
- EAWOP congress in 2005. - VDK will ask for ideas (especially Handan)
- Implementing task-force groups (4+1) - conveners introduce topics and their importance (within 15 minutes each)
- Working in groups (one hour)
- Group work reports and discussion (30 min each)

Hannover EAWOP/ABO/EFPA workshop 7th

May

Noted 1: English speaking program as a whole has been done under EAWOP umbrella although EAWOP actually participated only in two-hours workshop part.

Agreed 1: EAWOP will join EFPA in preparing and communicating 'Tests and testing' working group results. MV and NC are responsible for contacting Tuomo Tikkanen in order to find out reasons for obstacles in past cooperation and suggest solutions.

Lisbon Congress

Noted 1: AC reported that web site, abstracts submission rules and registration forms are online. Posters and booklets has been printed and sent. AC reported that there are 600 psychology departments in the database.

Noted 2: VDK asks GA not to be held during young psychology forum.

Noted 3: Non-European speakers can be invited when they can give better overview to the specific topic.

Agreed 1: AC will contact Handan concerning the invitation of Marvin Dunnette to contribute in the congress.

Agreed 2: EAWOP will propose to SIOP (through Handan) to have joint workshops (1 or 2) on every future EAWOP/SIOP conference. This is specifically but not exclusively related to Lisboa congress with topic Identity and diversity in organizations.

Agreed 3: AC answers Handan's e-mail as it is written in agreed 1 and 2.

Noted 4: Congress venue inspection has been done.

Noted 5: In order to recruit new members marketing plan has to be developed.

Agreed 4: AC will send direct mail (letter to be prepared by NC) to Prague congress participants explaining them once more their benefits if they join EAWOP.

Agreed 5: Marketing plan in draft is agreed as follows:

- a) Year 2002 will be used to track non-paying members and pursuing them to pay
- b) Year 2003 will be used to attract new members using cheaper congress fee and journal (if they join in January 2003)
- c) Year 2004 (Lisboa congress participants will have reduced membership fee)
- d) Participants to the congress will pay congress fee which will include two years membership

Secretariat:

Agreed 1: Things that matter the secretariat have to be discussed in Hannover, because secretary, treasurer and president are missing.

Noted 1: Problems has been occurred in sending the bills to the right persons within constituents.

Agreed 2: MV shall investigate why some people have problems in receiving EAWOP.

Agreed 3: In the agenda for EC September meeting has to include consideration on sending EAWOP to the constituents.

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Agreed 4: Constituent members' list has to be regularly updated after this job done by RR and RM. Someone should be responsible for that or everyone should be responsible for few constituent members.

Budget:

Noted: Balance sheet has to be audited (revision) according to Belgian tax regulations law.

Agreed 1: Budget cannot be approved because VDK, VPV and CG are missing.

Noted 1: Budget can be approved in matter:

Clarifying what is 'varia'

Including CG written contribution

Add information such as those considering web site and printed newsletter (no costs in 2002).

EAWOP-EFPA collaboration:

Noted 1: There are some difficulties in the ongoing activities.

Agreed 1: MV will contact Tuomo Tikkanen in order to overcome those obstacles.

Agreed 2: NC will contact Jose Muniz in order to proceed with his contribution in test and testing group.

Agreed 3: They (MV and NC) will report to EC about problems and possible resolving.

Communication and information system:

Agreed 1: Topics and conveners for dedicated (electrical) networks will be named in Hannover.

Agreed 2: RM will provide brief information about this meeting for newsletter.

Noted 1: Contacts with the contact persons for newsletter has to be renewed.

Noted 2: Constituents' chairman has to be contacted to answer some questions or pass them to the persons within constituent, who are able to answer them.

Noted 3: Possible contributors have to be found among those who already wrote something for national newsletter and have to be asked to contribute EAWOP newsletter.

Noted 4: Hannover CC meeting has to be reported in the newsletter.

Noted 5: Each EC member has to suggest contact person for the newsletter from his or her own country.

Agreed 1: Contact persons will be asked to write more about situation in their countries (2 to 3 countries per number).

Noted 6: Possibility for our members to include list of published articles and books in the newsletter should be open.

Agreed 2: Each of next newsletter has to include Lisboa congress with different themes such as: W/O psychology in Portugal, diversity in Portugal, congress fee etc.

EAWOP action plan

Agreed 1: MV will prepare concrete action plan based on this minutes and plan he already prepared.

Noted 1: RM suggested some kind of automatic agenda or checklist for some repetitive activities to be prepared.

PAST EVENTS

„THINK GLOBALLY – ACT LOCALLY“,

WOP Practitioners in Hannover, May 6-8, 2002

Ute Schmidt-Brasse

4th WOP Congress, 39th ABO Professional Conference, 3rd EAWOP Practitioner Conference, EAWOP-EFPA-ABO Workshop on Testing and Evaluation in a Diverse World – an event in large numbers was awaiting near 400 German and about 20 European WOP practitioners aiming for Hannover/Germany in the early May days this year.

As to the origins: ABO had heard of the practitioners's requests on the 2001 EAWOP Open Forum for Practitioners on the Prague 2001 EAWOP Congress for having a special occasion to report on their issues and to exchange experience.

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And had acted: They integrated the 3rd EAWOP Practitioner Conference as one block into its own traditional Congress which is held bi-annually. Subsequently, EAWOP suggested to also integrate a Workshop on “Testing and Evaluation in a Diverse World” agreed to be organised jointly by EAWOP and EFPA in the action plan for co-operation between the two European associations.

After some confusion about this complex “Workshop-in-the-Conference-in-the-Congress modell” at the start of the organisational phase, this scheme worked very well: Congress and Conference were organised by the ABO team - with Mario Schmitz-Buhl from the ABO Board as traditionally successful general Congress leader, Ute Schmidt-Brasse, liaison person of the ABO Board for EAWOP, as organiser for the Conference and meritorious Gabriele Jaschinski from the ABO secretariat to support the operative work. The workshop was prepared by a joint one-weekend “Task Group” consisting of Harald Ackerschott – ABO, Germany; Nik Chmiel – BPS/EAWOP EC, U.K.; Henry Honkanen – Forum/for EFPA, Finland; Rajka Markovic – CPA/EAWOP EC, Croatia; and Ute Schmidt-Brasse – ABO/Germany as facilitator and linking pin to the organisers.

The Congress days were started by a common unconventional “congress in motion” opening facilitated by the colleagues from P.f.O., Germany – two hours of playful interaction instead of speeches and welcome addresses followed by a first delightful lunch buffet for further getting together. After lunch time “serious work” began and continued during three days: Colleagues gathered around papers, round tables, workshops, posters ... and listened, contributed, discussed, exchanged experience or just chatted and networked animatedly in the communicative atmosphere of the Maritim Grand Hotel which was at the ridge of what they could host.

The organisers had made up their minds to prolong usual contribution time to three quarters’ or an hour’s time, sometimes even more depending on the kind of contribution – which was happily

welcomed by the participants who by that were not forced to only inactively listen but were able to actively compare, contribute, debate ...

Contributions were organised in six parallel blocks and within those in different clusters such as Recruiting, Management Diagnostics, Training, Counselling, Organisational Development, Change Management, Mergers & Acquisitions, Quality Management, Team Building, Intercultural Issues, Management, Personnel Development, Coaching, Hospitals, Impact of Force/Terror. And Europe/EAWOP, in English.

For a start, the 3rd EAWOP Practitioner Conference was opened by Nik Chmiel from the Executive Committee introducing Robert Roe, one of the founders of EAWOP and its first president, as first speaker. As a professor and at the same time former manager and currently freelance consultant he presented “from the other side: a manager’s view of the consulting WOPs”. In eight theses he questioned why a manager should hire a WOP consultant, his aspects were intensely discussed and viewed on for consequences afterwards. There were also interesting contributions and workshops representing the whole range of the congress themes from Tony Norman – P.f.O./Germany, Joachim Studt - Equipe/Germany, Angela Carter - Just Development / U.K., Katarzyna Popiołek, Uniwersytet Śląski / Poland, Christian Semmler – DEKRA Akademie/Germany, Agatha Chuzicka and Ulrich Winterfeld – BG-Akademie, Poland and Germany, Cornelia Nussle-Stein and Ute Schmidt-Brasse – *psycon*/PSYCON/Switzerland and Germany. An EAWOP Open Forum like in Prague completed the row of offers and reinforced the ideas of furthering exchange and networking of WOP practitioners in Europe by EAWOP providing electronical means and support.

And then there was the Workshop, one of the highlights of the event: Dave Bartram/U.K. for the International Test Commission, José Muniz/Spain for the EFPA Standing Commission “Tests and Testing”, Henry Honkanen/Finland for Forum/Editor of the PSA Handbook of Good practice in Personnel Assessment, Harald Ackerschott / Germany for

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ABO/German Standard 33430 “Procedures and Usage of professional ability assessment” and Kristiina Fromholtz-Mäki from Nokia who presented the user’s view put up a broad picture of what “Testing and Evaluation in a Diverse World” could and should be alike.

The evenings, of course, were used for leisure and making friends. Colleagues swarmed out into Hannover in little groups investigating pubs and sightseeing items nearby and on Tuesday evening attended the Congress Social Night mixing with the German participants of the Congress and dancing away all the forced immobility of the day.

This complex event was an innovation in the history of both, ABO and EAWOP, so far and after experiencing this pilot event ABO is wondering whether it might become a tradition if there are enough other EAWOP constituents to follow up this idea of integrating national Congresses and WOP Practitioner Conferences. In fact, feedback was very positive and reached from the “very welcoming atmosphere” via “enough time, practitioner orientated contributions, good mix, meaningful discussions” towards “do something like that again”. For a change, it was suggested to do only two days but then two parallel blocks to have more choice in topics.

**OPEN FORUM FOR EUROPEAN
PRACTITIONERS IN HANNOVER ON
WEDNESDAY 8TH MAY 2002**

Minutes

Present: eleven persons (four from Germany, three from Finland, two from Great Britain, two from Hungary).

Topic: What kin of experiences of the 3rd EAWOP practitioner conference?

Good team building, nice to meet people, small is beautiful, friendship, atmosphere of freedom, good perspectives for the future, good to meet old (and new) friends, test and assessment session was good.

Did not understand the evaluation form (in German)
Too small room, earlier notice of conference, please!

Comments:

- In the context of German practitioner conference: OK because German colleagues could meet the others and vice versa.
- One stream or many: two streams, e.g., (a) practitioners’ experiences, tools used and (b) latest research
- To start 8 o’clock is too early
- Place was OK
- General topics are ideal to benefit all
- Special workshops with special problems
- We do not like sales events but projects, tools and methods presentations are OK
- Companies to sponsor the event
- Experiences of practitioners’ tool use
- Not too many people in one workshop to guarantee ability to discuss
- “Give and take”

Topic: What do you expect EAWOP to do for practitioners?

Comments:

- ❖ Knowledge management tools
- ❖ WEBSITE:
 - Internal part in website: discussion forums – conveners are needed
 - EAWOP mailing list
 - General discussion list
 - Job fair
- ❖ Market place for consultants
- ❖ Possibility to add a limited personal page
- ❖ Contacts to WOP students

Matti Vartiainen

CALL FOR EAWOP TASK FORCES 2002-2003

Dear EAWOP members and constituents

Executive Committee of EAWOP founded up FIVE task groups in its Hannover meeting on the 5th May 2002. The task forces will work for one year and report on their results in the 11th European congress on work and organizational psychology in Lisboa, Portugal 14-17 May 2003.

You and your members are cordially asked to participate in their work!

If you find any of the topics interesting, please, contact the convener and you will be involved in task forces' work.

You can find descriptions, contact information and timetable in more details in the EAWOP's website :

<http://www.eawop.org>

EUROPSYCHOLOGIST DIPLOMA

On March 7, 2002, the European Commission finally issued a Directive proposal which includes the profession of psychologists. This new Directive would abolish all the old sectoral directives (e.g. medical doctors, architects etc.).

The new Directive would cover all professions where there is an adequate European standard existing or to be developed. In the area of psychology this would mean the possibility of direct acceptance of the Europsychologist Diploma by the European Union.

The new EU Directive proposal concerning recognition of professional qualifications has been translated to all EU languages. So please go to this page:

www.europa.eu.int/comm/internal_market/en/qualifications/index.htm and make your choice of language.

EFPA and its Member Associations are working on this important issue for our profession.

For details, see the website:

<http://www.europsych.org/>

PSYCHOLOGY AT WORK

Fifth edition, edited by Peter Warr. London, Penguin, 2002. ISBN 0-14-100010-4.

This book has been widely used by students and their teachers since the first edition in 1971. It contains original reviews by experts in their field, and is priced attractively for student purchase.

A wholly new and updated edition (452 pages) was published in April 2002. Inspection copies are available to teachers who might find the book useful for their students. E-mail requests for an inspection copy should be sent to academic@penguin.co.uk, citing the name of a course and the approximate number of students.

The new edition contains the following 16 chapters:

1. The study of well-being, behaviour and attitudes, by Peter Warr.
2. Human performance in the working environment, by Bob Hockey.
3. Shiftwork: Body rhythms and social factors, by Simon Folkard and Joanne Hill.
4. People and computers: Emerging work practice in the information age, by Ken Eason.
5. Personnel selection and assessment, by Ivan Robertson, Dave Bartram and Militza Callinan.
6. Learning and training, by Peter Warr.
7. Careers and career management, by Jenny Kidd.
8. Job-related stress and burnout, by Michael O'Driscoll and Cary Cooper.
9. The experience, expression and management of emotion at work, by Rob Briner and Peter Totterdell.
10. Occupational safety, by Julian Barling, Kevin Kelloway and Anthea Zacharatos.
11. Designing jobs to enhance well-being and performance, by Sharon Parker.
12. Leadership, by Beverly Alimo-Metcalfe and John Alban-Metcalfe.
13. Team working, by John Cordery.
14. Human resource management and business performance, by Stephen Wood and Toby Wall.
15. Organizations as psychological environments, by Roy Payne.
16. Organizational change and development, by Jean Hartley.

HANDBOOK OF GOOD PRACTICE IN PERSONNEL ASSESSMENT

Edited by Henry Honkanen and Kai Nyman

Personnel assessment had become an important tool in the field of Human Resource Management. There are an increasing number of professionals specialised in assessment work, which has been conducted with varying models, competencies and methods. There are also significant differences between countries in the way personnel assessment is conducted.

The European Union has passed Directives that challenge also those who are working in the personnel assessment field to scrutinise their professional procedures and practices. Questions of “protecting personal data and privacy” and “equal treatment in working life” are of particular importance.

The goal of the new handbook is to define and to describe the characteristics of the good practice in personnel assessment. How should legislation and ethical codes related to the assessment practice be implemented? How can high quality assessment work be done in such a way that the results of the assessment will be as relevant as possible to the aims of HR-management?

The handbook emphasises the importance of the competence of the consultants, test-users, HR-professionals and other specialists who work in the field of personnel assessment and thus tries to set standards for professional qualifications. The handbook stresses the mastering of the assessment process as a cornerstone of maintaining quality and reliability of the results.

The book is meant for consultants, test users, employers and HR-managers and can also be used as a course book in assessment-training.

MEMBERS' PUBLICATION REFERENCES

A list of members' publication references is edited as an Annexe to this Newsletter.

The aim of this initiative is to increase the sharing among EAWOP members.

In this first call we asked for 2001 publications, although some colleagues suggested to enlarge it for a three-year period, something we will consider in the next call.

More than 150 publication references were collected. Please, see the Annexe to this Newsletter.

For those you could not send us their publication references on time there will be another opportunity in the next year's list (concerning the year 2002) that we hope to see enlarged.

As soon as possible, this information will be available on the EAWOP website:

<http://www.eawop.org/>

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