



EUROPEAN ASSOCIATION OF WORK & ORGANIZATIONAL PSYCHOLOGY

Newsletter

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Winter 2002/2003

EDITORIAL

11TH EUROPEAN CONGRESS ON WORK AND ORGANIZATIONAL PSYCHOLOGY 14-17 May 2003, Lisboa, Portugal

IDENTITY AND DIVERSITY IN ORGANIZATIONS BUILDING BRIDGES IN EUROPE

The main EAWOP event in the current year is coming closer. It is with great enthusiasm that the Organizing Committee together with the Program Committee and the Advisory Committee is doing everything to make this congress a memorable experience for all the participants.

We are working to make this congress an opportunity to share experiences, meet old and new friends, and looking for new insights and projects.

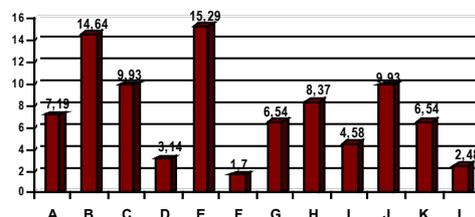
The main topic of the congress "Identity and diversity in Organizations" already seems to be running on considering the great amount of submissions (more than 1000) from about 48 different countries, covering all the main topics.

About 350 oral presentations, 35 interactive sessions and more than 300 visual presentations (posters) were accepted along with 50 symposia that integrate 200 presentations.

We acknowledge the work of the reviewers who made possible to analyze and inform on time all those who submitted their abstracts.

As you can see on the picture below, all main topics are being covered by those presentations.

Accepted abstracts by main topic (%)



- A. Building Bridges in W & Org. Psychology
- B. Human resources management
- C. Teams and workgroups
- D. Emotions in workplace
- E. Job stress and healthy organization
- F. Conflict and negotiation
- G. Leadership and management
- H. Change management & development
- I. Technology and organizational innovation
- J. Individual / organization fit
- K. Organizational culture and values
- L. Research and methodology

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The registration process is going on: more than 400 participants registered until January 31.

Five pre-congress Workshops are available, including one partially supported by Division 1 of IAPP targeted to young researchers and focused on publishing in international journals.

Three Forum will create opportunities to exchange views and prospect near future: Young Psychologists Forum, Practitioners' Open Forum and EAWOP Task Forces Forum.

Four well-known invited keynote speakers will present us the state of the art of some main W&OP issues.

The final program will be announced in the congress website until April the 15.

The organizing team is working hard in order to assure an effective development of the sessions and to provide all the support that participants might need.

With you we will make this congress the success we are all expecting.

Looking forward to see you in Lisboa

Antonio Caetano
(Organizing Committee Chairman)

PRE-CONGRESS WORKSHOPS

To register, please download the general registration form and fill in the Workshop option: www.eawop-congress.pt

PUBLISHING IN INTERNATIONAL SCIENTIFIC JOURNALS

Sponsored by Division 1: Organizational Psychology of the IAAP (International Association Of Applied Psychology)

Teaching Staff: Prof. Miriam Erez

Aims of the workshop: The workshop intends to provide doctoral students and junior researchers the knowledge that will facilitate them to prepare a manuscript according the standards required by the scientific international journals in the field of W & O Psychology.

Target group: The workshop is directed to doctoral students and junior researchers in W & O psychology. Participants in the workshop are invited to submit drafts of their individual papers, to get feedback and reviews.

Context: The workshop will be organized in the framework of the XI European Congress of Work and Organizational Psychology, Lisbon 14-17th May, 2003

Date: May, 14th

Two half-day sessions:

Session A: 9h – 12,30h Session B: 14h – 17,30h

Structure: The workshop will be divided into two parts:

Part I: Discussion of common problems in manuscripts submitted to journals.

1. Formulation of theoretical models - integrative models, rather than segmented hypotheses that do not lead to one coherent model, which takes into consideration the causal links among the various hypotheses.
2. Same source bias, and same method bias
3. Exploratory and confirmatory factor analysis.
4. Distinction between mediation and moderation effects
5. Research designs of between and within analyses of variance.
6. Models of multi-level of analysis - when to use them, why and how (Rwg, HLM models, the group effect, diversity in groups, etc..)

Part II: The paper structure.

1. The research question
2. An updated literature review
3. Details of the Method section
4. Results – the structure of this section (manipulation checks, descriptive, hypothesis testing).
5. Discussion that integrates the findings with the conceptual framework and the literature review.

Registration Fee: 120 euros

Division 1: Work and Organizational Psychology of the IAAP offers a 50 euros grant to 10 young researchers that apply for this Workshop.

Selecting criteria: PhD student, age (younger), to be author of a presentation in the congress, registration order. The grant amount (50 €) will be reimbursed to those selected.

DEVELOPING GROUP FACILITATION SKILLS

Teaching Staff: Angela Carter, *Just Development*, UK; Rebecca Port, *Institute of Work Psychology, University of Sheffield*, UK

Aims of the workshop: Working with groups of people is a common experience for work and organizational psychologists. However, while commonly used this method is not always effective. Such inconsistency and variability needs to be addressed to ensure group sessions yield the best results.

Objective: To explore and develop group facilitation skills

Learning Outcomes:

- Each participant will facilitate a group discussion and gain peer and expert feedback on their facilitation skills
- Participants will experience beginning group sessions, getting ideas, moving ideas on, group decision-making, difficult people, endings and evaluation.
- Participants will have the opportunity for discussion and time to explore experiences of facilitation and the opportunity to try out new behaviours in a safe and supportive environment

Date: May, 14th

Full day session: 9,30h – 12,30h and 14h -17,30h

Summary and Structure: This is "a hands-on" workshop to enable participants to develop and learn from each other. Practitioners will gain practical experience of group facilitation in a variety of situations. Different situations will be explored and specific techniques modelled. Each participant will facilitate a small group and receive peer and expert feedback on their skills.

This is a unique opportunity for a number of people to develop their skills and enhance their knowledge in an area critical to the work of industrial and organizational psychologists.

This will be an interactive workshop for up to 30 people that will run over one day. We will be working in small groups and each person will have the opportunity to develop their skills and understanding of the group facilitation process. Participants will discuss and evaluate group facilitation and be introduced to a framework to guide best practice. Two experienced practitioners will enable group working and facilitate discussion and feedback. In addition, theoretical research will be introduced and participants will have the opportunity to put these ideas into practice within the workshop. Other practical applications of facilitation will be examined such as teleconferencing and virtual working.

Registration Fee: 180 euros (please download the registration form and fill in the Workshop option)

**MINERVA AND SPHINX LEXICA:
two softwares illustrating a combination of
phenomenological and lexical analysis.**

Teaching Staff: Roger B. Sages (organizer), *Dept. of Psychology, W & O Science Division, University of Lund, Sweden* (Roger.Sages@psychology.lu.se); Henri Adato, President; *ONEX Corporation, Westport, U.S.A.*; Sabina Husak, *Dept. of Psychology, W & O Science Division, University of Lund, Sweden* (Sabina_Husak@yahoo.se); Jean Moscarola, *Dept. of Communication Science, Université de Savoie, Annecy, France* (moscarola@univ-savoie.fr)

Aims of the workshop: The aim of this workshop is to give a detailed presentation of two relatively new methods of research and text analyses and their accompanying softwares, the Sphinx Lexica and the Minerva. Both methods allow for any kind of texts to be analysed in a rigorous and controlled way. By allowing also for different statistical treatment of the results of the process of analysis, they render obsolete the now almost classical distinction between qualitative and quantitative methods.

Date: May, 14th

Full day session: 9,30h – 12,30h and 14h -17,30h

Summary and Structure: The workshop, which is conceived as a full day workshop, will be organised according to the following guide lines.

During the first part of the morning session, a detailed presentation of the philosophical, ontological and epistemological foundations will be given. The softwares themselves should be seen as resulting from a theoretical reflection on the status of the object of psychological research. But also the diversity of research domains in psychology in general but especially working science has generated a reflection on the practical aspects of an ecologically valid research project, respecting the concerned individuals right to fully participate in the project and to express themselves according to their own intentions and in their own terms, rather than in answers to questions decided and formulated a priori by the researcher. To invite the other to participate in a research project instead of considering him/her to be just an object of study is more than an alternative research modality. As a matter of facts it is an approach which considers the ethical dimension of human relations to be of fundamental importance in the design, conduct and analysis of a project. Hence the softwares allow for generalisations and group results but starting from a detailed analysis of each and every subject, if so desired for the project.

During the second part of the morning session, a practical demonstration of the softwares will be offered in an interactive way. Samples of texts, chosen mainly from the research project done by Sabina Husak from Lund University on human resource management will be analysed with both softwares.

During the afternoon session, the participants will work themselves with the softwares and analyse parts of the same samples of texts. A more direct experience with the software's respective capacities, showing results obtained by analysing the same texts, as well as the different possibilities of combining them will thus be acquired.

Registration Fee: 180 euros (please download the registration form and fill in the Workshop option)

More information about this workshop: see the Congress webpage.

**PROACTIVE - una metodología de análisis
anticipatorio de necesidades de formación y
desarrollo de competencias para el trabajo.**

This workshop is in spanish and it is aimed to ibero-american language participants

Teaching Staff: Francisco J. Gracia, *Dep. Psicología Social. Universidad de Valencia, España.*

Objetivo del workshop: El objetivo del presente workshop es dar a conocer la metodología PROACTIVE para el análisis anticipatorio de necesidades de formación y desarrollo de competencias.

Resultados de aprendizaje: Los participantes se familiarizarán con la metodología PROACTIVE para el análisis anticipatorio de necesidades de formación y desarrollo de competencias, la cual comprende cuatro grandes fases: análisis de posibles cambios a corto-medio-largo plazo, previsión de las consecuencias de dichos cambios sobre la actividad laboral, definición de las competencias que se requerirán en la empresa como consecuencia de dichos cambios, y planificación de las acciones para el desarrollo o la adquisición de dichas competencias.

Los participantes verán la aplicación de la metodología con un caso práctico.

Se presentará a los participantes la herramienta informática que se ha desarrollado para un uso más ágil de la metodología.

Se dará a conocer los últimos avances en el desarrollo de esta metodología.

Se compartirán otras metodologías que los participantes conozcan o estén aplicando para la anticipación y el desarrollo de necesidades de competencias.

Date: May, 14th

Half-day session: 14h – 17,30h

Presentación y estructura: Los cambios en el entorno empresarial son cada vez más complejos, globales y frecuentes. Dicho entorno exige a las empresas capacidad para actuar proactivamente en orden a adquirir ventaja competitiva.

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Muchas prácticas de gestión van perdiendo sentido. Entre ellas, las metodologías tradicionales de análisis de necesidades de formación. Frente a ellas es necesario desarrollar metodologías que detecten necesidades futuras, que sean capaces de colocar a la empresa en una situación dinámica, para prepararse y actuar proactivamente ante los cambios antes incluso de que se hayan producido.

PROACTIVE es una metodología de análisis anticipatorio de necesidades de formación y desarrollo de competencias para el trabajo. Sus principales características son:

Es anticipatoria; parte del análisis del entorno, de los cambios que presumiblemente tendrán lugar en un futuro próximo, y de la estrategia que la empresa adopta ante dicho entorno.

Es proactiva e interactiva; entiende que el futuro no está determinado, sino que la empresa contribuye a su construcción a través de sus acciones y decisiones.

Se centra en las competencias de las personas, como concepto clave sobre el que basar la gestión de RRHH.

Considera el desarrollo de competencias, en un marco más amplio que el de la formación.

En síntesis, se trata de una metodología innovadora para la anticipación y el desarrollo de competencias.

Metodología: Se combinarán exposiciones teóricas para la presentación de la metodología con la presentación de casos prácticos y ejercicios de reflexión-discusión.

Lengua: **español**

Registration Fee: 120 euros

OTHER CONGRESS EVENTS

ROUNDTABLE

EXPAND YOUR GLOBAL NETWORKS: LINK WITH W&O PSYCHOLOGISTS AROUND THE WORLD THROUGH THE INTERNATIONAL ASSOCIATION OF APPLIED PSYCHOLOGY

The Division of Work and Organizational Psychology of the International Association of Applied Psychology is home to W&O psychologists around the world. IAAP is the oldest international association of psychologists and its membership spans 94 countries. Meet with the officers of the Division of Work and Organizational Psychology and other IAAP officers and learn about the opportunities that membership in IAAP can provide to EAWOP members. The 2002-2006 Mission of the Division of Work and Organizational Psychology (Div. 1) is on the EAWOP Website.

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Keywords: Expanding Global Networks

INVITATION TO A PRACTITIONERS' OPEN FORUM AT THE 11th EUROPEAN CONGRESS ON WORK AND ORGANISATIONAL PSYCHOLOGY

Following its success at the Prague congress all practitioners are invited to a practitioners' Open Forum in Lisbon.

This is an opportunity to meet up with friends old and new and network with colleagues from all over Europe (and usually beyond), to share experiences and exchange ideas and to collect suggestions of what we practitioners expect EAWOP to do for practitioners.

The event will be facilitated by Mike Guttridge from the UK, and Henry Honkanen from Finland. They are both experienced WOPs who work as independent practitioners.

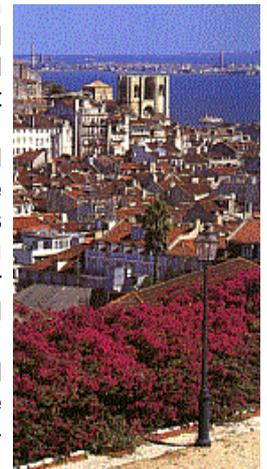
The Open Forum will take place on Saturday 17th of May. In connection to this Open Forum there is on Thursday and Friday two other occasions intended for practitioners, the interactive sessions:

- The Diverse Roles of HR-Managers – how to survive in the storm of organisational life and
- The Consulting Work as a Profession – how to Become and Act as a Change Agent .

We look forward to seeing you.

AROUND THE CONGRESS...

Lisbon, the most visited city in Portugal, has enough sights and facilities in and around the capital to make it your favourite tourist destination. Within a short drive, you can find sandy beaches and fishing villages, like Sesimbra, the dense vegetation of Sintra, with its royal palaces and breathtaking views over the ocean and hills, or enjoy sailing along the Tagus and Sado river estuaries. Hotels, modern shopping centres, cultural activities and a whole lot more make this one of the best year-round destinations in Europe!



Come on in and find out for yourself why the fascinating city of Lisbon has something for everyone.

<http://www.cm-lisboa.pt/turismo/>

<http://lisboa.kpnqwest.pt/lisboa.html>

<http://www.portugalvirtual.pt/tourism/costadelisboa/index.html>

<http://www.strawberry-world-lisbon.com/lisbon/index.html>

<http://www.parquedasnacoes.pt/inicio.asp?V=5&L=en>

Building Bridges Between Europe and Asia: Industrial, Work and Organizational (IWO) Psychology in Turkey

Handan Kepir Sinangil
Marmara University - Istanbul

Reflecting Turkey's geographical location Turkey enjoys a unique location at the cross roads between East and West overlapping Europe and Asia geographically. The crystal clear waters of Black Sea, Marmara, Aegean and Mediterranean Sea at four directions surround the country. Turkey has 8000 km long shores and rich in flora and fauna. Because of its geographical location, the mainland, Anatolia, has witnessed the mass migration of diverse peoples shaping the course of history. Twenty fascinating civilizations render Turkey the heir of 10 000 years old history, which has still been examined for further ancient secrets to be brought up into daylight. These lands inhales the mystery of the past through the existence of the statues of gods and goddesses, temples, theaters, agoras, churches, mosques, medreses, palaces and caravanserais. Becoming a united whole of daily life all other values, Turkey forms ideal circumstances. Turkish culture carries the signs of a duality created by the superimposition of Western institutions upon traditional values since 1839 during the Ottoman period.

Turkish Republic was established in 1923, it is a parliamentary democracy with secular legal and educational systems. Since the establishment of the republic, Turkey has experienced continuous change and development process mainly in terms of technology, education and culture. During the last decades Turkey has made the strides necessary in its tradition into a mature industrialized society. This fact was recently acknowledged internationally, when Turkey became the country to be included in a full customs union with the European Union countries and recently became one of the candidates ready to start negotiations in 2004. Today Turkey's population is 63 millions. Organizations in Turkey have shown a continuing interest in adopting modern management practices. Younger managers are extensively recruited from graduates of popular business and engineering schools, the best of which use English as the language of instruction. In recent years, number of managers educated in United States has sharply risen. The number of women in mid and top management is also increasing rapidly. In areas such as medicine and law women already hold roughly equal number of positions as their male counterparts.

A Brief History of Psychology in Turkey

With the proclamation of 1839, cultural and scientific relations between Turkey and European countries (especially France) intensified. Many Turkish scholars were sent to France and other European countries for advanced studies. Several foreign run high schools and, in some cases, foreign institutions of higher learning were established in Istanbul. These "foreign" schools conducted classes in languages other than Turkish, and were thereby able to introduce Turkish students to European and American publications.

These "foreign" schools conducted classes in languages other than Turkish, and were thereby able to introduce Turkish students to European and American publications.

Istanbul University, which is the oldest and biggest university (founded 1542 and actually has more than 70 000 students), first presented lectures and publications about psychology in 1870. However, formal education in psychology at the university started in 1915 with a visiting German professor. Professor Anschutz was invited to lecture at Istanbul University where he established a general psychology chair in the philosophy department.

After Turkey became a republic in 1923, the Teachers Training Institute started offering psychology courses, including developmental psychology, educational psychology, and testing and measurement. In the late 1930's, many German professors who rejected the Nazi ideology found safe haven in Turkey (Vassaf, 1982). During this period, a number of European and American psychology professors were instrumental in organizing the psychology curriculum in Turkish universities. Among these were Wilhelm Peters, Walter Miles. The first experimental psychology laboratory was established in 1937 (Togrol, 1983) and the first psychology journal was published in 1940 (Bilgin, 1991).

After World War II. Turkey's relations with western World were further strengthened. Mumtaz Turhan of Istanbul University, who had completed his Ph.D. in Germany and who had obtained a second doctorate in England under the direction of Sir Frederic Bartlett, and Muzaffer Sherif of Ankara Gazi Institute, who had completed his Ph.D. in the U.S., were two of the leading scholars of the field in Turkey. During this time Turhan and Sherif independently conducted the first original psychological research studies in Turkey. Most of the topics of these studies revolved around by psychological impact of social and cultural change and the psychological impact of rapid technological innovations. However, Sherif also directed dissertations with a clear I/O psychology focus.

In 1950's, Turkish psychology came to be mostly influenced by American research and technology. Heavy American influence on the Turkish academic scene was further strengthened following the Korean War. American psychologists taught at prestigious Turkish schools such as the Ankara Gazi Institute. Furthermore, most of the scientific studies of a psychological nature were conducted by American or otherwise foreign scholars.

1960's and 70's saw the migration of the Turkish rural population to metropolitan centers in Turkey and to European countries, particularly Germany, reflecting the needs of these migrants and "guest workers". Turkish psychology during this period tended to focus on adjustment issues, and urban transformation. Turkish Social Science Association and Turkish Psychological Association (Member of the International Union of Psychological Sciences) were formed to aid Turkish researchers. The Turkish Psychological Association was established in 1976.

In 1983, the first National Psychology Congress was conducted, exchanges with the U. S. and other Western nations continued. The Fulbright scholarship program constituted the major source of exchanges with the U.S. In 1993, the American Psychological Association awarded its award for Distinguished Contributions to the International

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Advancement of Psychology to a Turkish psychologist from Bosphorous University: Çigdem Kagıtcıbası She was given this prestigious award for her numerous research contributions based on Turkish data and projects.

Currently Turkey has more than 70 public and private universities in 41 cities. The Turkish Higher Educational Council, which was founded in 1982, recognizes five fields of study in psychology departments: developmental, experimental, applied, social psychology and psychometrics. All universities in Turkey admit students based on an annual nationwide university entrance exam. Each year 500-600 freshmen are admitted to psychology departments. The graduation rate is about 65%. It is interesting to note that females comprise about 85% of the psychology undergraduates (Bilgin, 1991).

Turkish psychologists work in medical settings, in academia, employed in child related services (e.g. orphanages, kindergartens), in counseling and guidance services, provide services to special groups such as the elderly and mentally retarded, are in private practice and work in industry and service sector organizations.

History of W & O Psychology in Turkey

The development of the Work and Organizational psychology in Turkey may be traced to 1950's, which saw the publication of books and articles in the field. For example, Sherif directed dissertations in which Terman-Merrill Army Beta tests were standardized (Acar & Şahin, 1990). Intelligence tests were used for selection of candidates to be sending to the U.S. for higher education (Vassaf, 1982). Also, during this period, lectures in industrial psychology were beginning to be offered at Turkish universities.

The beginning of the 1960's was the time when some foreign-Turkish joint projects were initiated. An example of these joint projects is Psychological Laboratory established by French and Turkish State Railroad Company for selection and placement purposes (Kepir, 1983). Turkish Military Academy also developed a laboratory for selection of pilots for the Air Force in late 80's. The psychologists among the staff used psychomotor ability tests, attention measures and personality inventories (16PF) for assessment purpose. Lectures in psychology, education and measurement techniques are also offered in the Military Academy.

In 1970's and early 80's only few psychology departments in Turkish universities offered W/O psychology courses. The main reason for this is that, most psychology departments have shied away from starting W/O psychology programs due to lack of sufficient number of academicians in the field.

However, in early 80's "Behavioral Sciences" graduate programs started at Colleges of Business Administration often without any W/O psychologists among the faculty. In 1986 some of these graduate programs include W/O psychologists among their faculty. A good example is the Organizational Behavior masters and doctoral degree program offered at Marmara University of Istanbul. Where the majority of the faculties are social psychologists and W/O psychologists. Meanwhile, a decade ago, Istanbul University Psychology Department started, following 2 universities in Ankara (Middle East and Hacettepe) to offer masters and doctoral programs in W/O psychology.

Current IWO Psychology Research and Practice

Today, IWO psychology (Sinangil Kepir, Ones, Viswesvaran & Anderson, 2001) classes offered and research are conducted at 15 universities in Turkey (Istanbul, Ankara, Izmir, Bursa). Since there are only a few and very young graduate programs in IWO psychology (across psychology departments and business schools), research in IWO psychology is still limited. Graduate theses constitute the majority of research, followed by studies in the traditional scientific approach and some client-initiated projects.

Yet, due to the tremendous rapid societal, organizational, and economic trans -formations and growth the country is undergoing, demands for IWO psychology work from organizations, especially from the private sector, have continuously grown. In short, organizations in Turkey are undergoing an unprecedented change process, in terms of organization structures, strategies, culture, leadership styles, and training needs, personnel assessment procedures. In response to this, most organizations have created modern human resources departments.

The area of IWO psychology currently receiving the greatest attention from Turkish companies, particularly establishment of a sound HR system focusing on selection, performance management and appraisal, training and management development. Some organizations also, use outside consultants from Europe and the U.S. The success of these foreign consultants have been limited because of their high cost, short length of stay and lack of knowledge about the culture and traditions of the country and work environment. Currently, more than two hundred national/international training and consulting firms are operating in Turkey.

A second area that is receiving attention is the development or adaptation of personnel selection instruments. Already a number of well-known ability and personality tests used in the U.S. and around the world have been translated and adapted for the Turkish language. For a select few of these tests, large sample norm data, and validation information also exist. Two of the well-translated and adapted instruments are personality inventories: Gough's Adjective Checklist and Wonderlic Personnel Test. In 1994, a large-scale project was undertaken to translate, adapt and equate the Wonderlic Personnel Test to Turkish. A series of studies are underway to establish the Turkish norms and to establish the translated test's reliability and criterion related validity (Savran, Ones, Balci, 1996).

Recently, Turkish Psychological Association established an Ethics Committee to assert the ethical principles of professional psychology, including IWO psychology. The committee consisted of professors from different universities and professional psychologists. The goal is to develop a national code of ethics for psychologists in line with professional standards acceptable in the rest of the world. This committee is already in action in warning psychologists of inappropriate practices, which may cause drawbacks to the development of applied psychology in the country.

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It is already clear that with regards to IWO psychology, other standards will also need to be established. Hopefully, these will eventually include the Standards for Educational and Psychological testing, Principles for the Validation and Use of Personnel Selection Procedures, and Instrument Adaptation

There are three other things that will need attention if IWO psychology practice and science in Turkey is to develop on strong foundations. First and foremost, the number of appropriately and adequately trained number of psychologists will need to increase. Second, leaders in organizations need to be further educated that IWO psychology functions require specific training and qualifications, and that individuals from other occupations cannot be substitutes for IWO psychologists. Third, organizations providing IWO psychology consulting services to organizations will need to be educated about not using the principles of "Do-It-Yourself Science" that they have come to rely on. The future of IWO psychology in Turkey depends on these.

Turkey is a frontier land for IWO psychology. As in most frontiers, there are tremendous opportunities for IWO applications, as well as misapplications. I am confident that with the growing interest of organizations on research and consultancy and with the increasing number of colleagues involved in research, applying projects of scientist-practitioner model of IWO in their work, we will successfully accelerate the development of IWO psychology practice and science in Turkey.

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Advertising W & O Psychology and W & O Psychologists on Personnel and HR Fairs – an ABO strategy which seems to pay

Ute Schmidt-Brasse

One outcome of a survey about Work and Organisational Psychologists in Germany resulted in the conclusion that their work is not too well known but where it is known it is well appreciated. An older survey had already brought forward that only about 15% of the tasks and jobs we as WOPs think should be "ours" actually are conducted by WOPs. That shows us that work and organisational psychologists in Germany – perhaps like elsewhere? - have to cope with the problem that their work and special benefit for customers is not well enough evident with managers and executives but that there are chances for them if they make themselves more visible.

As a consequence of these findings section ABO, the WOP division in the German Professional Association of Psychologists (BDP), as the professional representation of WOPs in Germany felt the appeal to act:

It is now a couple of years that section ABO has developed the habit to attend the bigger Personnel and HR Fairs in Germany with an own cubicle. ABO uses the traditional BDP presentation stand and gives it the special ABO identity by decorating the walls by the ABO (and EAWOP) logo, the internet addresses and some posters, the ABO journal ("Wirtschaftspsychologie", and also the EAWOP Journal "EJWOP"), and brochures about work and organisational psychology and about section ABO (and EAWOP). There are also a continuous beamer presentation with short statements and cartoons (thanks to the Czech colleagues who allowed to use some from the Prague Conference selection!), a little questionnaire about habits of perception and a set of give-away puzzles which are strongly looked for. As an eye-catcher for the fair visitors the cubicle is canopied by a high market umbrella decorated by paper-flags with WOP keywords on. This signals the information and dialogue character of an open-air market place – and it is definitely attracting people to come and see what is on offer. If possible, colleagues from the booth also offer a presentation or discussion in the accompanying thematic fair programme which afterwards brings additional visitors to the stand.

Of course, success of the booth depends on those manning it: Experience has it that staff should be four to five colleagues who may change in the day or over the days. There is at least one member of the ABO Board, all others are recruited from the ABO members by sending around an information about the fair and the requirements and conditions to take part in the cast well in advance. It is a fair deal: ABO pays the stall, and the representing members are allowed to market – along with the general ABO (and EAWOP) issues and materials - themselves and their own offers, flyers, or prints. Time has generated a relative stable basic team which is always enlarged by spontaneously interested colleagues.

In times of short money ABO has to check each time whether it wants to continue this habit or not. There has not been a scientific evaluation but until now the decision is always: "Go!" – because from feedback and experience

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- the echo of the HR and Personnel manager visitors is very positive.
- colleagues who are in HR or personnel manager positions feel supported.
- ABO (and EAWOP) advertises its products and issues (like conferences or recently the German Standard 33430 on best practice for appraisals of aptitudes).
- ABO (and also EAWOP) wins new members out of the visitors.
- stand staff is seen and allocated by customers.
- stand staff makes acquisition contacts which can be followed-up afterwards.

The next fair to be attended will be the Fair "Personnel and Further Education", organised by the German Society for Managing Personnel in Wiesbaden the 22th and 23th May, 2003.

MINUTES OF THE EXECUTIVE COMMITTEE

MINUTES EC MEETING IN STRASBOURG, (OCTOBER 20TH - 21ST, 2002)

1. Opening

Apologies (all the meeting): RM

2. Approval of proposed Agenda

Agreed: Agenda was approved but complemented by the topics "elections of president and new EC-members" and "secretariat and information system".

RR was nominated to be the minutes-keeper.

3. Approval of EC Lisboa meeting in 2nd March 2002 minutes

Agreed : Lisboa meeting minutes approved.

4. Report of Activities during 2002

- Constituent Council meeting 2002, the 5th May 2002 Hannover. Five task forces were founded up. (Postponed to 20th October, when HS would be there to report)
- Hannover EAWOP-ABO-EFPA workshop the 7th May /Practitioners' workshop: not many participants in relation to the effort of preparatory work, though satisfying for the participants. Anyway a start for joint work in the field of test and testing.

Noted: the needs of practitioners seemed to be met best by disseminating tools & methods.

Agreed: practitioners' workshops will be supported when they take place on a national level but not organized by EC or special Task forces.

Agreed: a "good practice"-page will be offered in EJWOP and in the web forum.

- Europsychologist diploma (FA): Not much to tell because FA have not been contacted by the project.

Noted: Europsychologist diploma is a Leonardo project and an EFPA-Project, and a part of EFPA-EAWOP-contract. M.J. Peiro is member of Leonardo-group, all the work seems to be done before EAWOP gets involved/informed.

Agreed: MV and VdK prepare the assessment of EFPA-EAWOP-contract aiming to check what works and what does not work. Will be reported in the next EC meeting.

- Participation in the work of EFPA Standing Committee for Tests and Testing (NC).

Noted: the EFPA Standing Committee for tests & testing held a workshop in June, NC was not informed in time but only accidentally during the conference in Hannover. There is a close collaboration between ITC and EFPA ST.C. on T&T.

- Constituent members' list updating (RR, RM)

Agreed: the updated list will be sent to CG and MV end of October.

5. Lisboa Congress 2003 (AC)

- Status: 1100 abstracts, still some coming in. 200-300 posters/ 5 sessions, 60 symposia, 3-4 pre-conference workshops. Time structure: 8.30 -18.00, non-stop-sessions during lunch break, lunch will be extended from 11.45-14.00 to avoid crowded restaurants. Rooms: 1 for 500 participant, 2 for 250, 4 for 100, 8 for 70.

Noted: problems of masses, reviewers needed.

Noted: one keynote speaker could be the president of Portuguese Psychological Society.

Agreed: each member suggests 1-3 keynote-speakers.

Noted: Young Psychologists: 90 applications under that title, which offers a reduced price combined with a speech, some of them are misunderstanding the age limitations.

- Nomination for EAWOP prize

Agreed: Winfried Hacker was nominated. VdK checks the status, VdK holds the laudation.

Agreed: Solc's price, Czech crystal, will be used.

- Elections

Noted: in May 2003 are five members leaving, including president (Vdk, AC, FA, MV, VP). Remaining for 2 years: RR, WS, for 4 years: NC, RM. Discussion on potential new chairman and general secretary.

Agreed: Nominees of EC were postponed to next meeting.

Agreed: EC could be reduced to 7 members.

6. Membership affairs 2002-2003

333 members (2000: 285), some growth can be seen. VP presented a plan of action to increase membership.

Agreed: Possibility of automatic fee renewal will be checked in Belgium by CG.

Noted: Automatic link between conference and membership fee could be a future strategy. Online registration in the web could be developed. Possibility to use EFPA's media could be studied.

Agreed: A reminding letter to Prague congress participants will be sent by MV to invite them to join EAWOP.

Agreed: A campaign to recruit new members before congress based on the existing proposal (VV, CG).

Evening break with Dinner in the Hotel Au Boeuf

20th October, 8.30-12.15: Reports of 5 Task forces (will be out to the web).

13.00-15.30: EC-meeting continues

- Congress 2005. Handan Sinangil participated in the meeting. Discussion on the pro's and con's of Istanbul. Several EC members favored.

Agreed: EC is in favor of Istanbul, Turkey with Handan Sinangil in charge.

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Agreed: HS checks conference place following week, reports to MV and VdK.

Noted: Italy (FA) could assist/help out if necessary.

Agreed: MV sends a letter in January to Constituents asking for proposals for 2005 and 2007, the presentation will be during General Assembly in Lisboa.

7. Secretariat

- Logistics with E JWOP

Noted: distribution of E JWOP causes still irritation, because members who claim to have paid, have not received the journal in time, there are different membership lists at Taylor & Francis and EAWOP Secretariat.

Agreed: CG and a member of T & F will meet personally to clear up the misunderstandings.

Agreed: VdK will send a letter to all members, including an explanation, an excuse and a remainder how important it is to pay in time.

8. EAWOP budget 2002-2003

- Report 2002 (VV).

Noted: There are more costs than incomes. Incomes are lower than expected, especially membership and constituent fees, and EAWOP open activities. The budget is, however, in balance due to some savings.

- Budget 2003 (VV)

Noted: Budget was planned based on the costs and incomes of this year.

Agreed: The final budget will be ratified in the next EC meeting prepared by VV.

9. Next EC meeting

8th -9th March 2003, Madrid, Spain

The following topics were not in discussion because of the lack of time:

- EAWOP-EFPA collaboration: tasks 2001-2003
- Communication and information system
- Newsletter: contents and dates
- www.eawop.org: status, discussion forum for practitioners
- EAWOP action plan 2001-2003
- Tasks of EC members

28.10.2002

Rosemarie Rerych, minutes-keeper

10.11.2002 checked by

Matti Vartiainen

FORTHCOMING EVENTS

XXVI INTERNATIONAL CONGRESS OF THE S.I.Ps.

THE SILENCE AND THE WORD
Solitude's Psychology
Rome, Italy, 13-15 November, 2003

Information . S.I.Ps. – Società Italiana di Psicologia
sipsit@tin.it

VIII EUROPEAN CONGRESS OF PSYCHOLOGY. EFPA

6-11 July 2003, Vienna, EFPA - European Federation of Psychologists Associations

"The Congress will provide a unique opportunity to bring together experts in the field of psychology and related fields to exchange ideas, information and the latest research findings. Keynote speakers will introduce a selection of important topics followed by symposia, parallel sessions and posters. I also want to highlight the teaching seminars "Tools for Practitioners", which will offer an excellent opportunity to increase the level of familiarity with different areas of psychology."

<http://www.boep.or.at/psycongress/>

SYMPOSIUM ON PROFESSIONAL ETHICS FOR PSYCHOLOGISTS - PRAGUE, MARCH 28 - 30, 2003

The symposium focus on four main themes:

- to share challenging, new or emerging ethical dilemmas in the professional practice of psychology.
- to probe the need for adjusting the EFPA Meta Code of Ethics - is there a need for revision in 2005?
- how to promote the teaching and training of professional ethics
- to contribute to an European network for ethical issues in professional psychological practice

All arrangement for the Symposium are being organised by our excellent Czech member of the Standing Committee on Ethics, Dr Hana Junova, whose email address is: hana.junova@seznam.cz

WORKSHOP OF EAWOP TASK FORCE: NEW TOOLS AND PROCEDURES OF WORK AND ORGANIZATIONAL PSYCHOLOGY (PRELIMINARY REPORT)

International part of CAWOP Conference
Czech Republic

DATE: 29.3. 2003

LOCALE: Hotel Hubertus, Zámek 1, 691 42 Valtice (the Southern Moravia)

PARTICIPANTS: National coordinators of this EAWOP task force and other specialists in this area.

ČAPPO, sekretariát, Mikulandská 7, 120 00, Praha 1, Czech Republic or e-mail: cappo@centrum.cz (tel. +42 224 932 878, fax + 42 224 934 515) till 28 February 2003.

**CALL FOR NOMINATIONS FOR EDITOR-IN-CHIEF
AND ASSOCIATE EDITOR FOR THE EUROPEAN
PSYCHOLOGIST MAGAZINE**

The EFPA Committee on Scientific Affairs is soliciting nominations for an Editor-in-Chief and Associate Editors for the European Psychologist, to take effect from January 2004, when the Journal will become the official publication of the EFPA.

The Editor-in-Chief and Associate Editors, who shall enjoy full editorial independence, shall be responsible for the scientific content of the Journal, which will appear in four issues per annual volume. The current mission of the Journal is to be the English language voice of psychology in Europe, integrating all specializations in psychology, and providing a general platform for communication and co-operation among psychologists throughout Europe and worldwide.

It currently publishes original peer-reviewed articles and contemporary reviews, as well as reports in a range of formats on major research, projects, and issues that are likely to be of interest to readers.

The terms of office of both the Editor-in-Chief and the Associate Editors will be up to three years initially, with the possibility of renewal for a maximum of one further 3-year term.

Candidates for the position of Editor-in-Chief should have prior editorial experience with a peer-reviewed journal of some standing and should be in a position to offer the significant commitment of time and expertise that such a position requires.

Nominations (including self-nominations) should be sent, together with a short description of relevant qualifications, to:

Prof. Rainer K. Silbereisen
Convenor EPFA Committee on Scientific Affairs
(Department of Developmental Psychology)
University of Jena
Am Steiger 3/1
D-07743 Jena/Germany
Fax: ++49/3641/9-45202
Email: sii@rz.uni-jena.de

The closing date for receipt of nominations is March 31, 2003.

**ARISTOTLE PRIZE WINNER 2003 - PROFESSOR LEA
PULKKINEN**

The prize will be awarded to Professor Lea Pulkkinen during the Opening Ceremony of the European Congress of Psychology on Sunday July 6, 2003 in Vienna.

The Aristotle Prize was given to EFPA by the President of the IVth European Congress of Psychology in 1995 Athens, Greece, to be awarded to a psychologist from Europe who has made a distinguished contribution to psychology. An agreement was signed between EFPA (President Ingrid Lunt) and the Congress Presidents of the IVth ECP (James Georgas and Marina Manthouli).

The criteria for the award are:

- to be a European psychologist or a group of European psychologists
- who is/are recognized internationally as having made a substantial and original contribution to psychology as a science or a profession.
- this will be demonstrated by international recognition which includes :
 - publications in scholarly journals
 - presentations at national and European, especially European, conferences
 - a substantial contribution to European psychology through leadership, or
 - the promulgation of psychology as a science and a profession.

Professor Lea Pulkkinen is especially respected among the Finnish and Swedish Psychological associations, which elected her as a candidate for the Aristotle Prize with the following arguments:

1. Lea Pulkkinen's life-long research work dealing with questions, which bring science and profession together, is unique in its substance and quality. Pulkkinen's studies concern the ways in which the personality and behaviour of a human being develop from childhood to late adulthood in different social circumstances, backgrounds and raising/educational environments.
2. As a scientist and an expert in the field Lea Pulkkinen has actively contributed to the practical and political discussion of how children and young people should be treated by families, schools and our society.
3. She has successfully led the Finnish Universities Network, Psykonet, which brings together all Finnish universities plus the Finnish Psychological Association and the Psychological Society in an organization unique in its democratic discussion and decision-making. The Psykonet is responsible for developing university training in psychology on all levels, including a new post-Master's specialization degree (called Licentiate, equalling "vocational doctorate").
4. As a well-known and highly respected scientist she has promoted and enhanced the development of the profession of psychologists in all projects concerned with the use of psychology in our society and in legislation.
5. She has received the highest Prize of Science by the Finnish Ministry of Education in 2001. Earlier she has also been elected Professor of the year and Woman of the year in Finland.

EAWOP's MEMBERSHIP 2003

EAWOP (European Association of Work and Organizational Psychology) is a European association working in the field of psychology, work, and organizations. It has individual and constituent members in nineteen European countries. EAWOP works in collaboration with EFPA.

EAWOP has several hundreds of individual members. We welcome you to be one of them. The membership fee is 70 euros (ordinary members) and 95 euros (associate members) in 2003 (includes, for example, European Journal of Work and Organisational Psychology).

Details of EAWOP membership can be found at <http://www.eawop.org>.

One of EAWOP's main activities is to organise bi-annual conferences with reduced fees for EAWOP members. In the year 2001, the conference was held in Prague. This year's conference is in the lovely city of Lisboa, Portugal, 14-17 May 2003. Over 700 abstracts were accepted. Please, be welcome to participate. See: <http://www.eawop-congress.iscte.pt>

DEVELOPING A EUROPSYCHOLOGIST'S DIPLOMA

The Directive will be considered until Spring 2003. Then, the European Parliament and the Council of Ministers will consider it until Autumn 2003. In early 2004, the Directive would be finally adopted, if it passes these hurdles. Finally, the Commission will ask European Community members to draft laws in line with the Directive within two years.

**11TH EUROPEAN CONGRESS ON WORK AND ORGANIZATIONAL PSYCHOLOGY
14-17 May 2003, Lisboa, Portugal**

Remember: all relevant information regarding the Congress is available on the website.
www.eawop-congress.iscte.pt

visit it regularly!

MEMBERS PUBLICATION REFERENCES IN 2002

Like we did one year ago we are again calling for our members publications during 2002.

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

Please send us your information as soon as possible to margarida.garrido@iscte.pt, with a word file attached according to the following format:

Last name
First name
Year
Title
Journal/ Publisher

This information will be available on the EAWOP site: www.eawop.org, and will be attached in our next newsletter.

The deadline to send your list is March the 31.

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