



# EUROPEAN ASSOCIATION OF WORK & ORGANIZATIONAL PSYCHOLOGY

## Newsletter

Editors: Antonio Caetano & Margarida Garrido

Winter/Spring 2004

### EDITORIAL

Dear Newsletter Readers

Hello and welcome to the new website. I hope you have already explored what the website can do. It is not just a redesign but has much more interactivity than before as well as new features. With it we hope to be able to communicate with you in a more direct way, and we hope you will take advantage of it to communicate with us and each other.

Hopefully we will become a more responsive organisation as a result, and you will feel more a part of the EAWOP community. Special thanks to Antonio Caetano for managing the development and implementation of the new website.

The new website forms part of the strategy being developed by the Executive Committee designed to take EAWOP forward over the next few years. Please see the strategy document on this website. It was agreed at the EAWOP General Assembly in Lisboa, 2003 that there should be a review of our rules and statutes, and that the EC would decide on the best way to do this. Comments on the strategy paper will be asked for at the same time, and our hope is that the review and the strategy will develop in a synergistic way.

The EC decided on a two-stage consultation procedure. In Stage 1 of the review our constituent members will be asked to comment on the strategy, statutes, and rules electronically, and then if there is enough demand, in a face-to-face constituent council meeting in September 2004. Individual members can contribute to the development of EAWOP through their constituents during this stage. Once comments have been collated the EC, in stage 2 of the process, will ask individual members to comment on the documents and constituent responses in January 2005. Thereafter the strategy and proposals for any new rules and statutes will be presented to the EAWOP General Assembly to be held during the 12<sup>th</sup> EAWOP congress in Istanbul in May 2005.

Finally let me draw your attention to the link to the EAWOP Istanbul congress web site. The deadline for submission of abstracts is 30 September. I hope very much to see you in Istanbul.

Nik Chmiel, President

### XIIth EUROPEAN CONGRESS ON WORK AND ORGANIZATIONAL

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**12-15 May 2005**  
**Istanbul – Turkey**

Program and submission guidelines, please, see the congress web page

<http://www.eawop2005.org>

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### **Mission**

To promote and support the development and application of Work and Organisational Psychology in Europe and to facilitate links between scientists and practitioners working in this field across Europe

### **EAWOP as an Organisation**

EAWOP was founded in 1991, and is based on the philosophy of multiformity. It takes the political, cultural and linguistic diversity of Europe as a point of departure and acknowledges the existence of various intellectual communities that differ in the way they view and approach the problems of W&O psychology. Recognizing the fundamental equality of these intellectual communities, EAWOP tries to open boundaries and establish effective and durable links of co-operation.

EAWOP has been designed as an open network in which associations (called 'Constituents') as well as individual members can participate. Associations - in many cases 'sections' or 'divisions' of national psychological associations - are expected to play a crucial role in EAWOP by opening some of their activities to EAWOP-members from other countries, and by cooperating with other associations in so-called 'Dedicated Networks' related to particular issues relevant for W&O psychology. Associations may also organize special activities in cooperation with other associations and/or the EAWOP secretariat. Individuals can take part as members of Constituents, i.e. through a collective arrangement, or on a direct, personal basis.

EAWOP is made up of a general assembly, a constituent council, and an executive committee. The highest body in EAWOP is the General Assembly. It decides about the general policy and budget of the association. It also elects the President and the Executive Committee.

The Executive Committee develops, elaborates and implements EAWOP's policy and fulfils all further roles vis à vis the members and the outside world. Support is given by Task Forces and the Secretariat.

The Constituent Council, composed by representatives of the Constituents, advises the Executive Committee on any relevant matter.

There is considerable room for activities that are not under direct control of the General Assembly or the Executive Committee. Such activities take place in Dedicated Networks (run by Constituents) and Spontaneous Networks (run by individual members).

### **European context for W/O Psychology**

In 2004 10 new member states will join the European Union increasing its membership to 25 countries. This fact makes the EU much more important than before in promoting Work and Organisational Psychology across Europe. Nonetheless EAWOP also recognises that European W/O Psychology is much more than just the EU. Within the EU developing legislation on a European Diploma in Psychology aims to provide for mobility of labour by establishing a common qualification standard for professional practice. EAWOP, through the EC, has taken a view that such a qualification should recognise the specific knowledge and skills needed in Work and Organisational Psychology. However it remains to be seen what kind of qualification is agreed upon but it is an issue that will affect the provision of W/O Psychology training across Europe. In the broader context it remains to be seen whether European W/O Psychology will have an impact in countries outside Europe. However links are beginning to be formed, for example between SIOP in the USA and EAWOP. Consultancies in Europe are starting to develop a greater presence around the world, which could affect significantly the way European W/O Psychology is shaped in the future.

### **Strategic Aims**

The EC has identified four key strategic aims for EAWOP. These are:

- Increasing Influence;
- Engaging in Innovation & Development;
- Enhancing Communication;
- Improving Operation.

### **Objectives**

The long term, overarching objectives of EAWOP for the next period were outlined at the General Assembly in Lisbon, May, 2003. These were:

1. To raise the visibility of EAWOP within Europe, and influence European legislation to the benefit of W/O Psychologists
2. To increase EAWOP membership
3. To administer the affairs of EAWOP professionally

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**Short term Objectives/activities (to Istanbul 2005)**

1. To ensure the statutes and rules facilitate adequately the mission and aims of the association
2. To enhance services to members, especially means of paying subscriptions and information exchange and contact

**Longer term Objectives/activities (to 2007)**

3. To maintain and enhance the success of the biennial EAWOP congress
4. To increase the membership and involvement of constituents in the decision-making processes of EAWOP
5. To increase individual memberships and convert conference attendance into membership
6. To increase contact and influence with relevant European bodies and institutions
7. To ensure EAWOP maintains a healthy financial situation

**Suggested Activities**

- Provide web infrastructure that allows the website to be continuously updated, and allows a members only section and constituents forum
- Provide a directory of services and members who provide them
- To formulate and circulate a position on the training of W/O Psychologists, especially in relation to the EDP
- Market the EAWOP website
- Seek out sponsorship for EAWOP
- Produce a 'best practice' guide to organising the EAWOP congress
- Redefine the constitution, goals and purpose of taskforces
- Co-operate and work with EFPA to advance EAWOP interests
- Review EAWOP statutes and rules

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**WELCOME TO ISTANBUL/TURKEY**

Dear Colleagues,

It's my great pleasure and honour to invite you to the XII. European Work and Organizational Psychology Congress, to be held between 12-15 May 2005 in Istanbul, under the auspices of European Association of Work and Organizational Psychology (EAWOP) and Turkish Psychological Association (TPD).

First European Work and Organizational Psychology conference took place at Nijmegen in 1983 following biannually in Aachen, Antweg, Cambridge. After the official establishment of European Association of Work and Organizational Psychology (EAWOP) in 1991 at Rouen Congress, the biannual congresses have been growing in Alicante, Győr, Verona, Helsinki, Prag and reached up to one thousand participants in Lisbon in 2003 and will consolidate in ISTANBUL.

The congress theme is **Convivence in Organizations and Society**.

The scientific program aims to enhance our knowledge, experience and vision to the challenges of the new century by welcoming high quality professional contributions and providing an excellent opportunity for participants to interact, exchange and debate new directions in Industrial, Work and Organizational (IWO) Psychology.

Istanbul was the seat of three great empires –Roman, Byzantines and Ottoman- where peoples of many religions and cultures came together. Modern amenities, the splendours of the Ottoman Empire and the traditions of Turkish hospitality combine to make Istanbul a perfect meeting city.

The Congress will be enriched with social events reflecting the local colours and charm of Turkey and Istanbul. The city will provide a special and unforgettable experience to all the participants.

We are confident that participants will enjoy the extraordinary city of Istanbul and EAWOP 2005 will be an exciting and stimulating meeting both scientific and culturally.

We cordially invite you to join us in Istanbul in 2005

Handan Kepir Sinangil

Organization Committee Chair

[info@eawop2005.org](mailto:info@eawop2005.org)

<http://www.eawop2005.org>

### RECENT EFFORTS AT DEVELOPING QUALITY OF PERSONNEL ASSESSMENT WORK.

*Henry Honkanen*  
EAWOP, general secretary

#### **Need for good practice and quality standards – why?**

The use of personnel assessment has become one of the most important tools of HRM in modern organisations. This means that there are also an increasing number of professionals specialised in such work. The assessment work has been conducted by these professionals with varying models, competencies and methods. Because of that “diversity” cases and phenomena have occurred that violate commonly accepted principles of good practice, quality standards, professional ethics or the rights of the clients and test-takers. There are also differences between countries in the way the assessment is carried out. The European Union’s new Directives have also impact on personnel assessment procedures and practices.

**Different efforts and approaches.** There are three main approaches at developing quality of assessment work. These approaches are presented here as if they are offering distinct models but in reality they are also considerable overlapping and do not exclude each other.

**1. The test-method viewpoint.** This approach emphasises the importance of the validity and reliability of assessment methods and the psychometric discipline. It sets norms for test development and use. E.g. EFPA has developed a review model for the description and evaluation of psychological instruments. The evaluation model creates the basis for maintaining registers of acceptable testing methods.

However, there are limitations in the psychometric orientation. There will never be testing methods that are 100% accurate or free from defects. When conducting assessment in practice there remain considerable amount of space for interpretations and other considerations. Thus there rises the question of test user’s competency.

**2. Test-user certification viewpoint.** This approach emphasises the competency of the consultants and builds up models for the certification of test-users. In Europe the BPS model is the oldest: in the UK the certification of test-users has been run over 15 year. In Sweden certification has been run from 2001 and in Finland from the autumn 2003. In Norway and in the Netherlands the model is in preparation.

**A new EFPA-EAWOP Task Force.** EFPA and EAWOP founded in autumn 2003 an joint Task Force, whose mission is to define the minimum European qualifications for the test users in the field of occupational psychology. TF had its first meeting in December in London, where it decided to take the BPS’s model as a base of the Efpawop standards, too. TF is now reviewing the BPS standards in order to update and modify them. The convenor of the TF is Dave Bartram. EAWOP’s official representatives are Henry Honkanen (Finland) and Harald Ackerschott (Germany)

One important observation about the assessment field has come out: it seems be a rule that the majority of the test-users in the most European countries are non-psychologists. This sets a challenge to the TF: by what means could psychologists regulate the field where so many non-psychologists are working already.

The TF report, results and the model for the qualifications are presented first to EAWOP’s General Assembly in May 2005 and after that to EFPA’s General Assembly in July 2005.

**3. Quality management viewpoint.** This approach emphasises the quality of assessment work and procedures itself. It claims that the most important thing is to define the quality standards for assessment work or process. Defining the standards is often based on formal quality management systems. Typical users of such quality standards are consultancy agencies and companies. In Germany this kind of approach is adopted by developing a DIN standard for assessment work. DIN is based on ISO standards.

The reasoning behind the quality viewpoint among other things could be the following. We may use the best testing methods in the world, the most competent test-users and handle the assessment procedure perfectly, but if our assessment service (or “concept”) does not match the need of the organisation (or the individuals), it has no worth using testing.

There has been an EAWOP Task Force exploring this field, too. However, at present it will wait the results of EFPA-EAWOP TF before it continues its work.

**More info.** Learn more of the subject from: [www.intescom.org](http://www.intescom.org) or [www.efpa.be/home/newpagina.htm](http://www.efpa.be/home/newpagina.htm) or [www.psychtesting.org.uk](http://www.psychtesting.org.uk) or if you like to know more of the work of the Task Forces, please, contact:

[dave.bartram@shlgroup.com](mailto:dave.bartram@shlgroup.com)  
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[henry.honkanen@henry.pp.fi](mailto:henry.honkanen@henry.pp.fi)

### WORK & ORGANIZATIONAL PSYCHOLOGY IN GREECE

#### from the perspective of a practitioner

I will never forget one of my postgraduate professors' words to me, a well-known academic in his field, on my first day attending his lecture at Cardiff University (MSc. in Occupational Psychology) in the year 1997. He told me that he could not understand why I decided to follow such a psychology specialty, that there are no opportunities to apply in Greece. I got offended. First, I have had already work experience in Greece in HRD, where I had seen professionals to apply W & O Psychology theories, methods, and tools, and second, I strongly believed that even though there are no opportunities, someone can try to create them. I promised myself to contradict him later on, with my career in Greece. More than six years later, I sometimes doubt if I can manage it, but I still try with all my strength.

Indeed, Greece is a particular case. Opposing interests and short-term goals, I dare to say, prevent Psychology in general and W & O Psychology in particular from having the position it could have as a useful science to society. From a critical point of view, I can see for W & O Psychology application and development in Greece both opportunities and threats. Someone can try to overcome threats, and get value of opportunities. Therefore, there is much work we have to do.

#### Some threats to overcome:

- W & O Psychologists do not have a concrete, recognized and widely acceptable identity. The Greek professional and academic psychological bodies, although have initiated some efforts, officially do not differentiate among psychology specialties. So, there is a gap for professionals in the field of psychology, social and human sciences to be what they declare. There are individuals who advertise themselves as W & O Psychologists, although they do not have a Psychology degree or respectful relevant experience.
- Individuals from other occupations are substitutes for W & O Psychologists. Those who have better marketing skills promote services, methods, and tools borrowed by W & O Psychology, as theirs. Usually, they do not actually have the knowledge and skills needed to effectively apply them, but clients do not always have the criteria of differentiating among good and bad services in this field.

Their failure conveys the message of W & O Psychology's failure. Their prevalence prevents real W & O Psychologists (who are sometimes considered to be too much sophisticated for the basic needs of career, work, HR and organizations) from occupying the place needed for application.

#### Some opportunities to give value:

- There are many Consultancies, national and international, offering services that a W & O Psychologist is one of the most qualified professionals to apply for their clients. Numerable Training Centers offer career opportunities for trainers – training is an area that W & O Psychologists have a complete approach to offer, starting from training needs analysis to training evaluation. Some organizations (like industries and banks) employ W & O Psychologists in their HR departments. Although these Psychologists are not always given the chance to apply what they can, they can work towards better opportunities in there.
- Organizations both private and public have real needs that W & O Psychologists are qualified to satisfy. The same goes for individuals who care about their career. Individuals and organizations should be helped to develop criteria of selecting the most valid and reliable services, practices and practitioners among those available.
- Many people study Psychology and are specialized in W & O Psychology. They have the good will to apply what they have learnt and help individuals, groups and organizations in regard to their effectiveness. They should be given the opportunities they look for. Otherwise, they can create those opportunities for themselves and their potential clients.

Caring for all the above, I invite the Greek readers of EAWOP Newsletter to form a body and organize some kind of action in order to support the fair establishment of our specialty. Readers from other countries can share their common or uncommon experience with us, both can be helpful.

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Work & Organizational Psychologist

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## EXECUTIVE COMMITTEE MEETINGS

### Digest of the EC meeting in London November 2003 and subsequent developments

**Resignation of an EC member.** Guy Karnas (Belgium) resigned his membership of the EAWOP EC just prior to the EC meeting in London. The EC accepted the resignation. According to the Statutes there should be a minimum of 7 members in the EC. The timing of the resignation created some difficulty for the EC due to the constraints imposed by the time necessary to elect another member, and the need to allocate and progress EAWOP tasks. Thus for the present the EC will keep on working with 6 members, and ask for advice on the future procedure in the consultation on the revision of EAWOP statutes and rules.

**Membership fees.** The EC discussed ways of increasing and maintaining members, and considered the idea of including 2 years' membership fee in the price of the congress, or making the congress a 'members only' event.

It was decided that the fee structure for the Istanbul Congress should be attractive to those who had already been a member of EAWOP for 2 years, and to those who decided to participate in the congress and join EAWOP for 2 years at the same time. The congress site has more details.

**EAWOP Istanbul Congress.** Handan K. Sinangil participated at the EC meeting and presented the latest state of the plans. The contract with the Turkish Psychological Association (TPD) will be prepared by the President. Handan K. Sinangil will send the proposals for the Congress budget and Committees' members to EC by 30 November. The budget has been presented, and the contract has been drawn up.

**EAWOP Congress model.** The best practice model to organise Congresses was discussed on the basis of the model presented in the meeting. The principal points of model were accepted. The final version of the model is available from the General Secretary.

**How to enhance the involvement of the constituents?** The EC considers that constituents involvement with EAWOP activities is extremely important and should be enhanced. It was discussed that actual mechanisms of participation - such as the annual Constituent Council (CC) meeting - have not proved good enough to foster wide-ranging involvement from the majority of constituents. An alternative means was discussed to increase Constituents' participation in the decision-making processes of EAWOP. It was decided to create a Constituents' forum where they can discuss EAWOP issues and make suggestions to the EC by electronic exchange and to offer a special space on the Web site for each constituent including their specific name and logo. The constituent and individual member participation policy shall be included into the new strategy paper.

**Consultation of the Constituents.** The renewal of actual EAWOP statutes and rules was chosen as an initial theme to ask for constituents' participation. Individual members will also be consulted in relation to this topic. Consultation of constituents would finish by September 2004, and for individuals in January 2005. Consultation would begin with the summary in the web page during the Spring 2004, and by contacting constituents directly.

**Preparation of EAWOP strategy paper 2003-2005.** The new strategy paper was worked out. A final version will be prepared before the next meeting. Constituents will be consulted on the paper in conjunction of the consultation on statutes and rules.

**Website developments.** In the EAWOP web site there will be discussion forums for members and constituents. In the future there would also be services available only for members (each member needs an individual membership number). In order to marketing the Journal there will be published a table of contents, the abstracts, and the upcoming issues. EAWOP will negotiate with the publisher the possibility of electronic access - the Journal could be published also in web.

## FORTHCOMING EVENTS

### 9TH EUROPEAN CONGRESS OF PSYCHOLOGY (EFPA) 'CROSSROADS OF PSYCHOLOGY IN A WORLD WITHOUT BORDERS' July 3-8, 2005, Granada, Spain

The Granada Congress will be both European and global, both with regard to the themes of the Congress and the participation from all over the world. The Congress is co-sponsored by the world psychology organisations IAAP (International Association of Applied Psychology) and IUPsyS (International Union of Psychological Science).

An important aspect of the Congress will be linking science with profession. Unlike many other professions, psychology is a profession that has grown out of science; it emerged from science and continues to develop side by side with it. The success and credibility of psychology as a profession relies greatly on the close link between scientific research and practical application (**Tuomo Tikkanen**, President, EFPA).

31 December 2004

Deadline for submitting abstracts.  
Abstracts may only be submitted  
in electronic form (Internet)

Contact: [cueto@uniovi.es](mailto:cueto@uniovi.es)

Web: <http://www.ecp2005.com>

### 6th Conference of the European Academy of Occupational Health Psychology

Porto, Portugal 24-26 November 2004

For details visit

[www.ea-ohp.org](http://www.ea-ohp.org)

### The European Diploma in Psychology from a Work and Organizational Psychology Perspective

Important steps are being taken towards the creation of a common European Space for Higher Education and towards the promotion of the free circulation of professionals in Europe. These changes have clear implications for professional practice for which reason a project has been conducted with the financial support of the EU Leonardo Program and the participation of the European Federation of Psychologists Associations (EFPA). This project aims to establish a European Diploma in Psychology (EDP) to certify the qualification and competences required for the professional practice of Psychology in Europe.

As the document states in its introduction, the European Diploma in Psychology aims to provide a standard of academic education and professional training to inform clients, employers and colleagues that a psychologist can be considered to have gained the competences necessary for the provision of psychological services. The Diploma aims to set a common standard of competence in all the countries where it is issued. It promotes the free movement of psychologists across the countries of the European Union (EDP, Draft proposal, October 2003, Web: [www.europsych.org](http://www.europsych.org))

The project proposal devoted considerable attention to the variety of educational, occupational and regulatory settings currently existing in Europe. It has been noted that educational curricula differ in length as well as in the presence or absence of differentiation or specialization. In order to devise a meaningful system that will cater for these different forms of education and training, the Regulations differentiate between: a) dependent and independent practice, b) the number of professional contexts in which psychologists work, and c) entry into the profession and later specialization. The project defines the different types of practice for which a psychologist is qualified. *Independent practice as a psychologist* refers to the fulfilment of professional roles vis-à-vis clients without the need for direct supervision by other psychologists. *Dependent practice as a psychologist* refers to the fulfilment of professional roles vis-à-vis clients under the responsibility and authority of another psychologist who is qualified for independent practice in that particular professional context. *Supervised practice* refers to the fulfilment of professional roles vis-à-vis clients by a psychologist practitioner-in-training with the direct supervision of a qualified psychologist as specified in Article 16, either as part of the university curriculum or outside the university. Referring to the 'areas of practice' or context in which psychologists work, the EDP provides standards of education and training in relation to the three main professional contexts of clinical/health, educational, work and organisational, plus a fourth context which may reflect practising psychologists working in contexts outside the main three. As for the third distinction considered by the project, the EDP refers to the demonstrable qualifications necessary for the exercise of professional roles as an independent practice on the input level.

The aim of the Advanced EDP is to specify requirements for independent practice in a particular setting at a point, which clearly lies beyond entry into the profession.

A Directive proposal on professional recognition and the free movement of liberal professionals within EU countries is currently at a procedural stage in the European Parliament (COM: 2002, 119). This directive recognizes the competence of member states for the regulation of these matters and states that liberal professionals from other member states cannot be asked to meet additional requirements to those required of liberal professionals from the member state in question. If this proposal is approved, a process will commence whereby certain liberal professions will establish a platform that will become law to facilitate the free circulation of these liberal professionals throughout different member states.

### Principles for a European Diploma in Psychology

Given the implications of this project for the different areas of professional practice and for Work and Organizational Psychology as one of these areas, the EAWOP Executive Committee considered opportune to consult its constituents and previous EAWOP Presidents about this issue, and ask for comments and suggestions about the principles for a European Diploma in Psychology from an EAWOP perspective.

For Reference Model, please consult [www.ucm.es/infor/psyap/enop](http://www.ucm.es/infor/psyap/enop)

## PUBLICATIONS BY MEMBERS - 2003

### MEMBERS PUBLICATION REFERENCES

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

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](mailto:margarida.garrido@iscte.pt), according to the following format:

Last name; First name; Year; Title; Journal/ Publisher

As soon as we have the publications list, this information will be available on the EAWOP site: [www.eawop.org](http://www.eawop.org), and will be attached in our next newsletter.

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