



EUROPEAN ASSOCIATION OF WORK & ORGANIZATIONAL PSYCHOLOGY

Newsletter

Editor: Ana Margarida Passos

September 2008

EDITORIAL

Dear members



Here is the latest newsletter informing you about EAWOP's main initiatives over the next few months.

The most important appointment on the calendar is the 14th European Congress on Work and Organizational Psychology to be held in Santiago de Compostela from 13 to 16 May 2009. The Congress has always represented for the EAWOP the most important event in the association's life. It is an international occasion for work and organizations psychologists to meet; an opportunity to disseminate research results in different areas of W/O psychology; and a forum for discussion between researchers and practitioners. For these reasons, the congress is a key part of EAWOP's mission.

After the outstanding success of the 2007 Stockholm Congress hosted by the Swedish Psychological Association, we hope that all of you will be able to attend. The pages which follow state the deadlines and give organizational information about the Santiago Congress.

But the congress is not the only event promoted by the EAWOP. New activities and new services have recently been activated. Small Group Meetings have been organized so that a restricted number of researchers can discuss the main issues of the European labour force. The newsletter contains the calls for papers of the two meetings scheduled for 2009. Other materials concern the advanced Eurodiploma in W/O psychology and the development of new initiatives involving post-doc students in W/O Psychology.

Good reading to all of you, and I hope to see you in Santiago de Compostela in May 2009.

Franco Fraccaroli
President of EAWOP

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14th European Congress of Work and Organizational Psychology

EAWOP

May 13-16, 2009

Santiago de Compostela, Spain



Manuel Berdullas

Chair of the Organizing Committee

José M. Peiró

Chair of the Program Committee

Dear colleagues,

It is our pleasure to invite you to the **14th European Congress of Work and Organizational Psychology**, which will be held in Santiago de Compostela (Spain), May 13-16, 2009, under the auspices of the **European Association of Work and Organizational Psychology (EAWOP)**. The Congress is organized by the **Consejo General de Colegios Oficiales de Psicólogos (COP) – Spanish Psychological Association-**, in cooperation with the Faculty of Psychology (University of Santiago) and the Colegio Oficial de Psicólogos de Galicia.

The theme for the Congress is “**Developing people in 21st century organizations: global and local perspectives**”, and the aim is to make it possible for researchers and professionals, as well as students, to share and exchange all types of ideas, information and research results from the different fields and approaches of Work and Organizational Psychology and thus promote its development, linking both science and profession.

The Congress will be a great opportunity to reflect upon how organizations and people working in them are going to deal with the conflicting demands of global processes, remote economies, our own continent (Europe), and the national and local necessities.

It will be a great forum for the expression of new ideas, both theoretical and methodological, without disregarding the contribution of current research being developed in Europe and elsewhere. The subjects highlighted at the Congress reflect emerging as well as well-established topics, therefore contributing to a dialogue between those working on each of them.

The **deadline for abstract submission is October 3, 2008**. Our aim is to offer a program of interest to scholars as well as practitioners, founded upon research results, exchange of innovative professional experiences, tools and practices, as well as evidence from the field. It will also be a great opportunity to meet other colleagues and to create and strengthen links and bridges among different relevant actors of the Work and Organizational Psychology scene.

Your contribution is important to us, and all submissions can be handled via our webpage (www.eawop2009.org), on which you will also find any other information you may need about the Congress.

We are very much looking forward to meeting you in Santiago.

¡Hasta pronto!

IMPORTANT DATES

Deadline for abstract submission: **October 3, 2008**

Notification of acceptance: **January 3, 2009**

Last date for early registration: **January 31, 2009**

Last date for late registration, thereafter on-site fee will be applied, **April 13, 2009**

Registration deadline for presenters: **March 30, 2009**

Deadline for registration cancellation: April 13, 2009 (penalty of 125 €), after April 13 no refund will be possible

Deadline for workshop registration: **March 24, 2009**

EAWOP SMALL GROUP MEETINGS CALL FOR PAPERS

DISTRIBUTED LEADERSHIP AND PARTICIPATION IN ORGANIZATIONS

Organized by Prof. Jürgen Wegge; Prof. Hans Jeppe Jeppesen; Dr. Julia Hoch

Location University of Technology, Dresden, Germany

Important Dates **12-14 February, 2009**: Small Group Meeting

31 August, 2008: Deadline for submitting abstracts

Contact person Dr. Julia Hoch: jhoch@psychologie.tu-dresden.de

Conference focus and themes

The main goal of this small group meeting is to summarize and discuss what is known about the usefulness of different forms of distributed leadership in organizations. At least the following three forms of distributed leadership in organization can be differentiated: Organisational democracy, participative leadership and shared leadership. Organizational democracy describes an organizational climate of ongoing, broad-based and institutionalized employee participation. Participative leadership refers to a process, where influence is shared among superiors and subordinates or teams. Finally, shared leadership describes a group process in which leadership is shared among, and stems from, team members and leadership is seen as a collaborative, emergent process of group interaction whereby group members jointly enact leadership functions while working together.

The conference will focus on various aspects of distributed leadership in organisations, including research from a variety of perspectives, disciplinary backgrounds and geographical areas. Papers on the following topics are particularly welcome:

- How can organizational democracy, participative leadership, and shared leadership be measured?
- What are the most important antecedents of shared leadership, participative leadership and organizational democracy?

- What are the most important outcomes of organizational democracy, participative leadership, and shared leadership?
- Does distributed leadership increase organizational innovation?
- How important are personality traits as predictors of participative leadership and shared leadership in organizations?
- How do organizational democracy and leadership forms relate to each other?
- Does organizational democracy or shared leadership increase participative leadership effectiveness?
- Is there differential effectiveness of organizational democracy, participative leadership and shared leadership with regard to cultural background?
- What are important disadvantages and barriers of organizational democracy, participative leadership and shared leadership in today's organizations?

Nature of the Conference

We plan a small-scale workshop over three days with approximately 20 oral presentations and plenty of time for discussion. Exhibiting an additional amount of posters during the meeting will also be possible. Together, a maximum of 25-30 participants will be able to participate. Costs for meals of presenters will be covered by EAWOP and the organizers. Travel and accommodation costs are not covered and need to be paid by the participants. However, we are currently investigating possibilities of getting sponsorship for travelling and accommodation costs.

Keynote speakers and social program

Two internationally reputable scholars and experts on shared leadership and participation in organisations will also be invited to contribute to the meeting. In addition to these presentations one excursion is planned (e.g., a trip to the historic sites in Dresden or a trip on one of the historical paddle-steamers)

Submission of papers

Abstracts of papers (300-500 words) should be submitted by **August 31st 2008** to jhoch@psychologie.tu-dresden.de. After the review process each author will be notified about the acceptance of the submitted abstract by 1st of October 2008.

Full papers must be submitted before 1st of January 2009. Maximum paper length: 5.000 words (tables, figures and references not included). Papers will be made available on a website for all participants, so that all information can be studied before the small group meeting takes place.

Publication of papers

The outcomes of the meeting will appear in the form of a position paper submitted to EJWOP. In addition, the organizers seek to publish selected papers (that can also be revised after the discussion on the conference) in a special issue of an academic journal (e.g., EJWOP).

Practicalities

Dresden is chosen as location because it is conveniently close to Berlin, close to the airport, and relatively easy to reach by public transport (e.g., train). Dresden is the capital of Saxony and holds about 500.000 residents. Dresden is known for its history and architecture: The Dresden Zwinger, the Frauenkirche Church, Semper Opera House and Royal Palace as well as many other historical monuments and ensembles. Magnificent promenades on the bank of the Elbe, interesting museums and institutions, and industrial monuments are charming details. Many million guests visit Dresden every year. The Elbe and the gently rolling landscape between Saxon Switzerland and Meissen determine the nature in which the city on the river is embedded. The inhabitants are known for their own special charm and Saxon hospitality is proverbial.

Further information and questions

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ORGANISATIONAL AND INDIVIDUAL INFLUENCES ON THE MANAGEMENT OF HEALTHY AND SAFE BEHAVIOURS

Call for Papers

Organized by Alistair Cheyne, Kathryn Mearns, & Nik Chmiel

Location: Santiago de Compostela, Spain

Important Dates **11-12 May 2009**: Small Group Meeting

30th October 2008: Deadline for submitting abstracts

Contact person Dr. Alistair Cheyne:

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Workers can be exposed to a combination of interacting risks, such as poor equipment, low job control, high time pressure, and high mental and emotional demands. What is needed is a holistic approach to risk prevention. This, coupled with current trends in society and changes in the workforce, suggests that new ways are needed to approach occupational safety and health research and prevention.

Many organisations have been encouraged to address human factor issues in the promotion of safe and healthy behaviours. It has been argued that what is needed is an integrated systems approach in which all the contributing factors to potentially unsafe incidents and unhealthy practices are considered, including evaluations of the management systems and a consideration of human factor issues.

The focus of this Small Group Meeting has evolved from a number of congress meetings and special publications. Health and Safety behaviours have provided the topic for several symposia over the last decade and participants at these generally agreed, in common with calls in a number of peer reviewed special journal issues, that for progress to be made in the area, different strands of research needed to be brought together to provide an overview of and create a comprehensive agenda for future research. This SGM will provide a forum for advancing understanding of the individual and organisational factors associated with healthy and safe behaviours in organisations, and will aim to generate new insights and avenues of investigation based on a combination of perspectives.

In summary, the objectives of this meeting are to:

1. Evaluate the current position with regard to European and international organisational health and safety research
2. Identify common themes and complementary approaches in this research
3. Evaluate the feasibility of adopting common models/frameworks across various industrial sectors
4. Discuss the impact of health and safety research on organisational outcomes (for example, accident and incident causation)
5. Provide practical suggestions for improvement in those sectors

The outcomes of discussions will be detailed in a position paper submitted for publication in EAWOP, as well as a short summary for publication on EAWOP's website. A full set of proceedings from the meeting will be published electronically and the organizers are keen to collate a selection of the papers aimed at a special journal issue and/or an edited book.

Examples of the topics which can be discussed at the meeting include, but are not limited to:

- Risks related to new technologies and the changing work environment,
- Developing resilient organisations, adapting to changing pressure to remain safe and healthy,
- The effects of, and possible interactions between, organisational, environmental and individual variables in explaining safe and healthy behaviour,
- Extending, and building on, the extensive research in the field of safety behaviours to encompass those focussed on occupational health,
- Developing a learning organisation to enhance safety and health,
- Developing and reviewing models of organisational and group climates and cultures for safety and health,
- Organisational support for safety and health, including specific focussed improvement strategies, and the development of a 'caring' organisation.

Format

The meeting will be held on 11-12 May 2009 in Santiago de Compostela, Spain just before the XIVth EAWOP Congress. Participation in the meeting is limited to 25 participants. The first day of the meeting will comprise of sessions of formal presentations, followed by a plenary discussion.

After a smaller number of presentations on the second day, participants will be invited to join working and discussion groups. The outputs of these group discussions will be presented at a plenary session before the final round table discussion, which will aim to integrate the ideas and themes discussed over the period of the meeting.

Costs

This Small Group Meeting is supported with a grant from EAWOP to help cover meeting expenses, lunch during the two days of the meeting, and accommodation for one night. Travel, and other accommodation and subsistence costs will have to be met by the participants.

Participation

Those interested in taking part in this Small Group Meeting are invited to submit a 500 word abstract before **30th October 2008**. In addition to the abstract, submissions should include the title, the broad topic addressed in the paper and details of authors and their affiliations. Decisions on the acceptance of all proposals will be conveyed before **31st December 2008**. Full versions of the accepted papers should be submitted before **15th March 2009**. Full paper length should be between 5,000 and 7,000 words (not including tables, figures and references). Full details for the submission of full papers will be communicated to authors of accepted abstracts.

Abstracts can either be sent by email to Alistair Cheyne (a.j.t.cheyne@lboro.ac.uk)

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EUROPSY AND THE ADVANCED CERTIFICATE IN W&O PSYCHOLOGY

(link to report in EAWOP webpage: Education point)

www.eawop.org

Aiming at greater mobility of work and organizational (W&O) psychologists and raising the quality of their professional services in Europe, the European Association of Work and Organizational Psychology (EAWOP) has created a Task Force to define minimum standards that European psychologists should meet in order to qualify for independent practice in the field of W&O psychology.

The Task Force was asked to generate specific proposals regarding the European Certificate in Psychology (EuroPsy), which represents the first level of professional development, and the Advanced European Certificate in W&O Psychology, which represents the second level. The Task Force oriented itself at existing norms, such as the ENOP Reference Model and Minimum Standards for W&O Psychology and EuroPsy. In collaboration with ENOP the Reference Model was updated and expanded. Moreover, building on EuroPsy, a detailed description of Competences for W&O psychologists was developed. On the basis of this, a Competence Survey among European W&O psychologists was conducted. New trends and innovative practices have also been explored.

The Task Force has reported on its activities at the XIII European Congresses of Work and Organizational Psychology and in several meetings of EAWOP Constituents where the proposals have been analyzed and discussed. Using these and other sources of information the Task Force drafted a set of proposals that are laid down in the report. As requested by EAWOP, the proposals aim to improve the application of EuroPsy in the W&O psychology field and to complement EuroPsy with an Advanced European Certificate in W&O Psychology that can serve as a means to develop the profession and to guarantee expertise and competence vis-à-vis clients and employers.

The advanced certificate in W&O Psychology

In 2005 the European Federation of Psychologists Associations (EFPA) adopted the EuroPsy system to advance the qualifications of European psychologists.

EuroPsy defines a set of requirements regarding the academic education, professional competence, and ethical commitment of psychologists that should be met by individual psychologists in order to demonstrate that they can be expected to render adequate services to their customers and employers. The system is currently being implemented in a number of countries, with the aim of a full scale launch at the European level in 2009. EuroPsy is based on an assessment of the educational and competence portfolio of psychologists.

Those who meet the requirements are awarded a “European Certificate in Psychology” and are entered in a public web-based register as a “Registered European Psychologist” for a certain period of time. This qualification can be extended for an additional period provided that certain requirements concerning continued professional development and relevant work experience are met. EuroPsy makes a distinction between ‘contexts of practice’, that is, holders of the European Certificate are considered to be qualified for work in a bounded domain only. To be registered as qualified for that domain, they must have conducted supervised work in the domain and have presented evidence of sufficient competence. W&O psychology is one of the contexts of practice.

EuroPsy clearly represents a great step forward compared to the past when psychologists in Europe had widely diverging qualifications. Yet, it also has some limitations. First, it only deals with the basic level of qualification needed for entry into the psychological profession. Second, it fails to set clear standards regarding the academic preparation of psychologists entering into supervised practice in a particular domain.

This has been a reason for the European Association of Work and Organizational psychology (EAWOP) to establish a Task Force with the mission to develop proposals that can help to overcome these limitations. The proposals of the Task Force, which has been active between late 2005 and late 2007, are laid down in the report. They aim at specifying additional, academic requirements for obtaining the European Certificate in Psychology with W&O Psychology as recognized context of practice, and at establishing an Advanced Certificate in W&O Psychology that can be obtained after a psychologist has obtained the European Certificate in Psychology and gained further competences in this context.

Like EuroPsy, the qualification system proposed here poses requirements to the academic education of psychologists as well as to the competences acquired during on-the-job learning, in professional practice.

Thus, it combines an *input model* (evaluation of inputs during academic studies) with an *output model* (evaluation of competences, as output of professional practice). Both models are applied to the basic and the advanced level, but with different standards. Clearly, psychologists seeking a qualification at the advanced level (obtaining the European Certificate in W&O Psychology) should meet higher standards than those seeking a qualification at the basic level (obtaining the European Certificate in Psychology, with W&O psychology as the context of practice).

The main focus of the report is on setting requirements, assessing candidates and awarding certificates. Yet, the report also addresses the issue of development, considering ways in which psychologists can be trained and coached to obtain the needed expertise and competences. Moreover some practical suggestions are given concerning structures, roles, procedures and forms that will be needed to implement the proposed system.

The report has been written for a broad group of stakeholders and policy makers. The primary audience consists, of course, of the Executive Committee, the Constituents and members of EAWOP. But the report is also written with ENOP, Universities, and EFPA in mind. What is proposed is a design of a future qualification system that needs to be further elaborated before it can be implemented. It is hoped that responses from various sides will help to shape the proposed system further, facilitate its coordination with EuroPsy, and promote its ultimate adoption.

The EAWOP Task Force on the Future Professional Qualifications of European W&O Psychologists is composed by Marco Depolo, Lourdes Munduate, José-Maria Peiró, Robert A. Roe, Branimir Sverko, and Matti Vartiainen

THE FIRST EUROPEAN POSTDOC SUMMER SCHOOL FOR ADVANCED WORK AND ORGANIZATIONAL PSYCHOLOGY

Berlin, September 6-12, 2008

The First European PostDoc Summer School for Advanced Work and Organizational Psychology in Berlin features several keynote discussions, intense group work and workshops on essential career related topics for PostDocs in the field of Work and Organizational Psychology condensed in a six day program.

During this Summer School research findings will be presented in poster sessions and exchange with practitioners will be possible in receptions of two leading German companies in exquisite locations in and around Berlin.

Keynote speakers are:

Prof. Dr. Neil Anderson, University of Amsterdam, NL

Prof. Dr. Adrian Furnham, University College London, UK

Prof. Dr. Joyce Osland, San José State University, CA, USA

Prof. Dr. Frank Schmidt, University of Iowa, IA, USA

Prof. Dr. Neal Schmitt, Michigan State University, MI, USA

The First European PostDoc Summer School for Advanced Work and Organizational Psychology features:

- 50 PostDocs representing European countries
- Ten senior scholars
- Five keynote discussions with leading international scholars
- Four days with workshops in ten group sessions
- Three fireside chats on research planning, organization, and publishing
- One poster-session
- Two receptions hosted by companies including meetings with practitioners:
 - Deutsche Bahn AG: Management Academy, Kaiserbahnhof, Potsdam (Monday);
 - Daimler AG: Potsdam Square, Berlin (Thursday)

For questions about the application process, deadlines, cost, and background information please look through these web resources: <http://www.leuphana.de/smard>

This event is organised by Jürgen Deller and Frieder Paulus, Leuphana University of Lüneburg, Germany and is supported by EAWOP and German Fachgruppe Arbeits- und Organisationspsychologie in Deutsche Gesellschaft für Psychologie.



WORK AND ORGANIZATIONAL PSYCHOLOGY IN SPAIN: BORDING AND BRIDGING SOCIAL CAPITAL WITHIN THE W&O PSYCHOLOGY COMMUNITY*

José Maria Peiró

Paper published in *The Industrial-Organizational Psychologist*, volume 46, 63-68. Please visit:

http://www.siop.org/tip/July08/PDFs/461_063to068.pdf

DIGESTS FROM THE EXECUTIVE COMMITTEE

Digests from the Executive Committee (EC). Meeting in Amsterdam, November 2007

Psychology Press (Francis & Taylor). Issues of on-line access for members were discussed. It was agreed to use a "moving on-line access" where "in press documents" (I-first) are available but there is no archive on-line once a document is published. It was agreed members would have iFirst and hard copy to maintain their own archive. A contract will be delivered by TF for signing and the contract will run from January 2008 for five years.

EJWOP has been accepted into ISI with the first impact factor appearing in summer 2008.

European Review of WOP. DvK has had contact with publishers to discuss a review of WOP as an annual publication that would be available to members. This would only be viable if an impact factor was achieved and this is difficult for an annual journal and a quarterly publication should be considered. DvK indicated the first publication may be in 2010 as there is a long lead time. Further, involvement of non EC authors and editors would be important to develop this publication as a leading publication.

Constituent Affairs. AC's proposal to explore constituents' views about their contribution to EAWOP was broadened to looking at the place of CC in EAWOP affairs. It was considered whether there should be a CC meeting between the conference dates or to just have one meeting every two years associated with congress. AC will communicate with constituents and report back at the next meeting

E-Journal. AC reported considerable work editing for the journal. Resources will be used to support the presentation of quality submissions using PhD students. Discussion was held about the back office and issues of presenting the e-journal.

Congress. Agreement with the Spanish Psychological Association has been signed. LM asked for suggestions for advisory committee and to suggest speakers. LM showed the draft congress application form and the fee categories were made as simple as possible to avoid previous mistakes in membership.

Advanced Euro-Diploma. LM described final outputs from the task force; ENOP/EAWOP reference model; competence requirements; and competencies model. These documents will be received by 15 January 2008 and then one month later these will be delivered to ENOP members. Swift feedback is requested. EAWOP constituents will receive the document in March and will be encouraged to send feedback to the task force. During this time the EC will need to approve this process with EFPA (June to December, 2008). The proposed model will be disseminated between Jan and April 2009 aiming to approve the completed document at the EAWOP General Assembly at the congress in May 2009.

Small Group Meeting. FF described some issues regarding payment of previous SGMs associated with the delivery of position papers. A deadline of six months after the SGM is set for the delivery of an executive summary of the EAWOP website and a full position paper of EJWOP. A call for papers for Empowering Careers (Dutch SGM) and Job Insecurity (Belgium) is to be put on the website immediately. A call for proposals for 2009 (with a deadline of 31 Jan 2008) will also go on the website. It is planned that there will be two SGMs in a non congress year and one in a congress year.

Test Standards. The Test Standards produced by the joint EAWOP-EFPA task force were accepted also by EFPA GA in July 2007. EFPA have established a working group to take forward the implementation of the standards. Dr. Andreas Klug from Germany was nominated as EAWOP's liaison in the working group

FORTHCOMING EVENTS

CALL FOR PAPERS - ENOP 2009

Xlth European Conference on Organizational Psychology and Human Service Work: New challenges and interventions in psychosocial work environment”.

**ISCTE, Lisboa, Portugal
22 – 24 October, 2009**

Submission deadline: **30 January 2009**

For more information please visit ENOP 2009 website:
<http://enop2009.com/>

CALL FOR PAPERS

**8th Industrial and Organisational Psychology
Conference**

Sydney, Australia June 25-28, 2009

The 8th industrial & organisational psychology conference will bring together prominent researchers and practitioners from Australia and overseas to explore new and challenging themes in workplace psychology. Keynote speakers will include prof. Beryl Hesketh, prof. Deniz Ones, prof. Eduardo Salas, prof. Sabine Sonnentag, prof. Phillip Taylor, and prof. Robert Wood. For organisational psychologists, researchers, workplace consultants, or anyone with an interest in best practice that will meet organisational needs now and into the future, this conference is not to be missed.

The deadline for submissions for a place on the program will be **1 November 2008**.

The conference will be held at Manly Beach, which is only 20 min by fast ferry from downtown Sydney and its famous Opera House. The venue will be the newly renovated Manly Pacific Sydney Novotel.

Sponsored by the College of Organisational Psychologists, Australian Psychological Society

URL: <http://www.iopconference.com.au/>

8th Conference of the European Academy of Occupational Health Psychology

12-14 November 2008, University of Valencia, Spain

The University of Valencia is to host the 8th full conference of the European Academy of Occupational Health Psychology on 12-14 November 2008. Keynote speakers include Töres Theorell (Karolinska Institute, Sweden), Arnold Bakker (Erasmus University Rotterdam, The Netherlands) and Dolores Díaz Cabrera (La Laguna University, Tenerife).

Further details can be found at <http://www.ea-ohp.org/Conferences/index.asp>

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