

**EAWOP**  
**ANNUAL REPORT ABOUT THE COURSE OF EVENTS**  
**YEAR 2014**

**Executive Committee of EAWOP**

**Submitted to the General Assembly of EAWOP, May 21, 2015**

Checked and confirmed by the Audit Committee:

Acting as representatives of constituents:

Henry Honkanen (representing the TOP-Forum, Finland)  
Ole Tunold (representing Norwegian Psychological Association, Norway)

Acting as full members:

Franco Fraccaroli (Italy)  
José Ramos (Spain)

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The mission of EAWOP (European Association of Work and Organizational Psychology) is to support the development and application of Work and Organizational Psychology in Europe, as well as the stimulation of cooperation between scientists and practitioners working in Europe in the field of Work and Organizational Psychology with activity that is connected with the above or can be conducive to it. According to the policy underlying this mission, EAWOP and the Executive Committee of the Association have carried out the following main activities during the year 2014.

**Membership**

Before describing the activity in 2014, a general picture about memberships is shown below. Regarding individual membership, there is a growing trend that tends to stabilize the EAWOP community around 1500 members.

*Individual members of EAWOP*

Year	Number of individual members
2005	371
2006	378
2007	881
2008	921
2009	1130
2010	1130
2011	1243
2012	1286
2013	1535
2014	1524

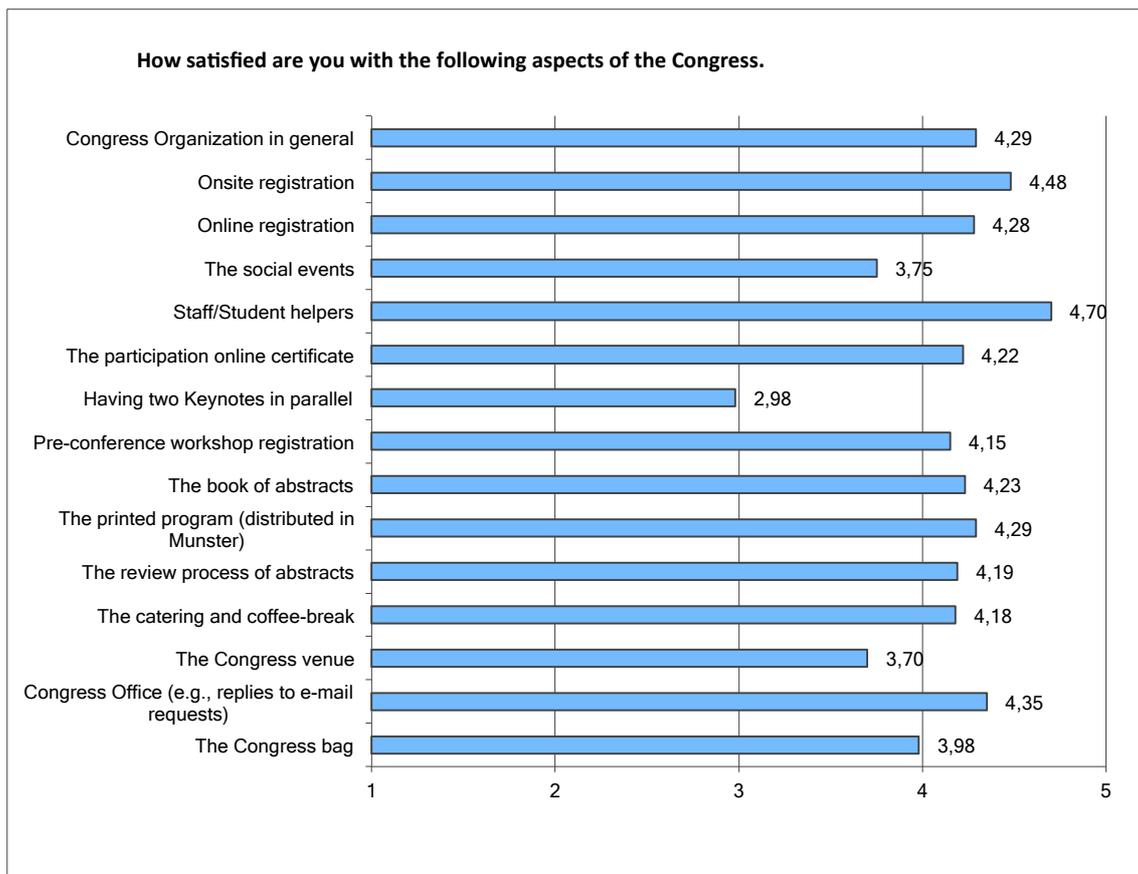
Regarding Constituent members we are now 28 (<http://www.eawop.org/constituents>) associations in Europe. During the General Assembly in Münster (May 2013) we approved the incorporation of three new Constituents:

- French association of work and organisational psychology (AFPTO)
- Hellenic Psychological Society (HPS)
- The Slovenian Psychological Association (SPA)

## Congresses

*Evaluation of the 16<sup>th</sup> EAWOP Congress (Münster, May, 2013).* The EC circulated a survey to members who attended the Congress in Münster and indicated a valid e-mail address. There were 531 responses (response rate about 40%). In general, the satisfaction with the different aspects of the Congress is high. Most of the facets received a score higher than 4 with a Likert scale ranging from 1 to 5. The organization of parallel keynotes received the lowest score by participants.

*Münster conference evaluation, average ratings*



Regarding the perceived quality of each type of activity, participants evaluated keynotes and symposia better than other activities (see below). We also considered the qualitative feedback by local organizers. They would have preferred more coordination between them and the EC members. Considering the quantitative and qualitative information, the

EC and the local organizers of the current conference implemented a number of actions. For example, there were frequent meetings between local organizers and EC members to improve coordination for the EAWOP Oslo Congress (May 2015) and parallel keynotes were not scheduled in this congress.

*Session evaluations for Münster conference*

<b>Conference session</b>	<b>Mean</b>	<b>N</b>
<i>Invited Keynote</i>	4.25	412
<i>Symposium</i>	3.92	413
<i>Invited symposium</i>	3.99	244
<i>Regular Paper session</i>	3.54	380
<i>Panel discussion</i>	3.58	109
<i>Regular poster session</i>	3.52	312
<i>Interactive Poster sessions</i>	3.70	164
<i>Scientist–Practitioner symposium</i>	3.52	60
<i>SIOP–IAAP–EAWOP Alliance symposium</i>	3.78	40
<i>Position paper</i>	3.78	144
<i>Practitioner forum</i>	3.61	41
<i>Pre-conference workshop</i>	3.92	89
<i>EAWOP General Assembly</i>	3.76	93

*Organization of the 17<sup>th</sup> EAWOP Congress (Oslo, May, 2015).* During the year 2014, in addition to electronic communication, we had three meetings (April, June, and September) with the local organizers of the 17<sup>th</sup> EAWOP Congress. These meeting were designed to facilitate the organization of the Congress and coordination between local organizers and the Executive Committee of EAWOP. The main topics that we considered were: general program of the congress, the process of review of abstracts, selection of reviewers and procedure for evaluation of abstracts, review of main dates for the Congress, communication plan, the budget, the website, the venues, the reception at the city hall, transportation alternatives for participants, accommodation possibilities, the congress dinner, the opening ceremony, the closing ceremony, the delivery of the award for the contribution to EAWOP, the procedure of evaluation and the delivery of awards for best papers and posters submitted to the Congress, the

EAWOP activities during the Congress, pre-congress workshops, distribution of materials in the bags of participants, etc.

*Participation in the Program Committee of the 17<sup>th</sup> Congress.* Taking into account the feedback that the EC received from previous EAWOP Congresses, we have increased the coordination between the local organizers and the EC. To this end, some members of the EC participated in the Program Committee meetings of the Congress (April, June, and September, 2014). Topics of these meetings were, among others: general topics of the Congress, selection of keynote and state-of-the-art speakers, the theme of the congress, the general organization of the program, invited symposia, pre-congress workshops, stimulation of participation of both academics and practitioners, role of Program Committee members in the review process of abstracts and in the congress, the PhD pre-congress event, and other activities.

*The 18<sup>th</sup> (2017) and the 19<sup>th</sup> (2019) EAWOP Congresses.* We received and analyzed two very good bids for the organization of the 18<sup>th</sup> EAWOP congress in 2017. First, The Psychological Society of Ireland (PSI) submitted a bid where Dublin (Ireland) was the city for the Congress. The other bid was submitted by the Associazione Italiana di Psicologia (AIP) and the Società Italiana di Psicologia del Lavoro e dell'Organizzazione (SIPLO), proposing Torino (Italy) as the city for the Congress. After analyzing the bids and having meetings with representatives of these associations, the Executive Committee of EAWOP decided that the PSI should organize the 18<sup>th</sup> EAWOP Congress (2017) in Dublin, and the SIPLO and the AIP are the first preference for the organization of the 19<sup>th</sup> EAWOP Congress (2019) in Torino. Accordingly, in 2014 we signed the contract between PSI and EAWOP for the 18<sup>th</sup> Congress. Before signing this contract, members of the Executive Committee of EAWOP had two meetings with the local organizers (March and August) with the objective of evaluating the venue for the Congress, the calendar and general scheme, the conditions of the contract and characteristics of the EAWOP model of Congress, participation of local organizers in Oslo for the promotion of the Congress, initial plan for the organizing bodies of the congress, etc. We also had two meetings with one representative of the Italian bid (May and July) for an initial analysis of the venue and the general aspect of the proposal for 2019.

### **Other activities for scholars and practitioners**

*The 2014 EAWOP Early Career Summer School.* The aim of the EAWOP Early Career Summer School for Advanced Work and Organizational Psychology is to foster inner-European research collaborations and to support the development of promising researchers in this field. The summer school presents the unique opportunity for young researchers to meet with fellow researchers and prominent professors and to discuss their own work as well as aspects of being a researcher. In 2014, we organized the 4<sup>th</sup> Summer School (September, 1-6, Portugal) in cooperation with the ISCTE-IUL and the Faculdade de Psicologia at the University of Lisboa. There were 34 participants from 16 countries and six invited senior scholars: António Caetano, Batia Wiesenfeld, John

Mathieu, Jacqueline Coyle-Shapiro, Ramón Rico, and Michael West. Six different types of activities were organized: keynote sessions, workshop, interactive poster sessions, group sessions with senior scholars, group work meetings, and presentation of group research projects.

*The 2014 EAWOP Worklab.* The 2014 EAWOP Worklab took place November 13-15 in Vilnius (Lithuania), with the participation of 15 individuals. The theme was “Improved performance through enhanced communication: Getting bosses and staff to talk”. The main aims of the WorkLab were to provide a platform for the latest scientific research to be brought to an audience of practitioners, who can thereby develop and enhance their professional skills. Based on feedback from 2013 we altered the structure from last year’s three speakers to have two speakers (Dr Kathryn Waddington, looking at formal and informal communication in the workplace and Dr Deirdre O’Shea looking at tools and techniques to facilitate effective manager-employee relationships) and facilitated sessions exploring participant case studies of current client projects. Groups listened to each individual case study, offered peer supervision and revisited the case study after each input to alter the problem-solving approach. Early evaluation shows that this was a successful change.

*Small Group Meetings (SGMs).* The EAWOP SGMs are small-scale conferences (20-25 participants) with the aim to stimulate contact between EAWOP members and the development of cross-national collaborative networks within Europe. During the year 2014 we supported six EAWOP SGMs:

August-“EAWOP Small Group Meeting on Recruitment and Assessment 2.0”, Ghent University Belgium

September-“EAWOP Small Group Meeting on Negative Followership”, Durham University Business School, UK

October-“EAWOP Small Group Meeting on Opening New Frontiers in Person – Environment Fit Research”, Amsterdam Business School, University of Amsterdam

October-“EAWOP Small Group Meeting on Disability and Employment”, Maastricht University, The Netherlands

October-“EAWOP Small Group Meeting on Dynamics of team cognition and team adaptation”, Instituto Universitário de Lisboa – ISCTE-IUL, Lisbon, Portugal

November-“EAWOP Small Group Meeting on The Future of Idiosyncratic Deals”, University of Bath, United Kingdom

## Meetings

**The Remote General Assembly.** Now that EAWOP has updated its legal status in Holland (November 2013), obtaining a “full-jurisdiction” in this country, we are required to organize at least one General Assembly (GA) per year. As discussed during the General Assembly in Münster, we will continue to have a GA during the EAWOP congresses, which will remain unchanged in the breadth and depth of topics discussed. In the years between congresses there will be a GA that covers only the two compulsory elements (1: the Annual report of the events organized and conducted in the year between the last GA and the remote GA; 2: the Balance sheet and the state of income and expenditure of that year) and is organized remotely. This Remote GA was open from June 6 at noon to June 20 at noon, 2014 (GMT). The two documents (Annual report about events organized and conducted in 2013; and Balance sheet and a state of income and expenditure, 2013) were available electronically for consultation on our website from May 5 (2014). Comments and questions regarding the documents could be addressed to the General Secretary by email. Voting was conducted via email. The GA approved both documents.

**The Constituent Council Meeting.** In June 6 (2014, Oslo) we had our annual Constituent Council Meeting with the participation of representatives from 16 Constituents and EAWOP Executive Committee members. The main topics we covered were: changes in the administrative support; the EAWOP Congress in Oslo; the new legal status of EAWOP and the Remote General Assembly; activities for practitioners and the Worklab; the EAWOP Summer School; changes in the website; external relationships; EAWOP Journals; Constituents in waiting; and the next Constituent Council Meeting during the EAWOP Congress in Oslo.

**Executive Committee Meetings.** During the year 2014 we organized 2 Executive Committee Meetings: June 2014 and November 2014. In both meetings the Executive Committee analyzed the position of EAWOP and its activities, organized events, and made decisions about the day-to-day life of the Association. Topics that we analyzed were, among others, the following: EAWOP Congresses, Small Group Meetings, Constituent matters, Website, Journals, approval of new members, external relationships, budget and financial reports, the Specialized Certificate in W/O Psychology, the Summer School, the Worklab, administrative and legal matters, and changes in statutes. On our website, public short reports (summaries) of the content of these meetings can be consulted.

## EAWOP Publications

Journals. EAWOP has consolidated its three main journals:

Six issues of the European Journal of Work and Organizational Psychology (EJWOP) were distributed among EAWOP members in 2014. The EJWOP is now in the first quartile of the Journal Citation Report database. For the first time,

EAWOP did an open call for nominations for the new Editor-in-Chief of the European Journal of Work and Organizational Psychology.

Four issues of the Organizational Psychology Review (OPR) were distributed among EAWOP members in 2014. The OPR has more and more impact at the international level. The *Organizational Psychology Review* has two new Associate Editors since January 2014: Eric Kearney -University of Potsdam, Germany; Elizabeth George - Hong Kong University of Science and Technology, Hong Kong.

In addition, a new issue of the EAWOP-in-practice practitioner journal was made available on the website for EAWOP members in 2014.

### **New projects and activities**

*The EUROPSY Specialist Certificate in WOP-P.* During the year 2014, and after the pilot study, supporting materials for the implementation of the Certificate (Guide for implementation, FAQs, application forms, etc.) were reviewed and finalized. The European body that will coordinate the project (SEAC) was established and will be supported by EFPA. A new, and more convenient, system for the payment of EUROPSY fees was established by EFPA in a General Assembly held in November 2014. The project has been announced in a couple of events to the Presidents of member associations of EFPA. Members of SEAC for the EUROPSY Specialist Certificate in WOP-P are in Appendix 1 of this report.

*The Alliance for Organizational Psychology.* The Alliance for Organizational Psychology (AOP) developed several activities during the ICAP congress (ICAP, July 2014). In August 2014 new officers were elected: Franco Fraccaroli (President), Rosalind Searle (General Secretary) and Donald Tuxillo (Treasurer), who have started a discussion process on the next steps for AOP to take.

*Relations with EFPA.* EFPA (European Federation of Psychological Associations) asked EAWOP to establish a Standing Committee (group of experts) on Work and Organizational Psychology (see Appendix 2). We created this group considering the candidates proposed by EAWOP Constituents; heterogeneity of areas of interest; and differences in seniority. This group met in June (2014), in Oslo, during the Constituent council.

In addition, we have prepared some activities for the 14th European Congress of Psychology, held in Milan, under the auspices of EFPA: a symposium on the EUROPSY Specialist Certificate, participation of the Standing Committee, presence and promotion of EAWOP and our activities using a dedicated booth at the Congress.

*EAWOP website.* During 2014, we continued the development of the website. We introduced paypal-credit card payment systems on our website so that members can pay their dues directly. Other services were also improved: the news section and the website content are regularly updated, a banner on the top of EAWOP homepage presenting the

main current EAWOP activities has been introduced, a new section with the listing of European Master programs on Work and Organizational Psychology, and the opening of a section for job opportunities have also been incorporated in the website.

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Gudela Grote

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Vicente Martínez-Tur

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Helen Baron

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Ioannis Nikolaou

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Virpi Ruohomäki

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Silvia Silva

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Salvatore Zappalà

#### **APPENDIX 1**

SEAC - SPECIALIST CERTIFICATE:

- Salvatore Zappala (chair) - EAWOP EC Member
- Henry Honkanen - Finland - Work and Organisational Psychology Forum (TOP-Forum)
- Paul Kop - Netherlands - Sector Arbeid & Organisatie, Nederlands Instituut van Psychologen (NIP)
- Lourdes Munduate - Spain - Colegio Oficial de Psicólogos (COP)
- Per Straumsheim - Norway - NORWEGIAN PSYCH. ASSOC. (NPA)
- Stephen Woods - United Kingdom - The British Psychological Society (Division of Occupational Psychology, DOP)
- Marco Depolo - Italy Società Italiana di Psicologia del Lavoro e dell'Organizzazione (SIPLO) and Associazione Italiana di Psicologia (AIP)

#### **APPENDIX 2**

STANDING COMMITTEE:

- Fred Zijlstra - The Netherlands - Sector Arbeid & Organisatie, Nederlands Instituut van Psychologen (NIP)
- Philippe Sarnin - France - The French Association Of Work And Organizational Psychology
- Filotheos Ntalianis - Greece - The Division of Work and Organizational Psychology of the Hellenic Psychological Society (HPS)
- Rosalind Searle - UK - The British Psychological Society (Division of Occupational Psychology, DOP)
- Mare Teichmann - Estonia - Estonian Work and Organizational Psychology Association (EWOPA)
- Franco Fraccaroli - Italy-Società Italiana di Psicologia del Lavoro e dell'Organizzazione (SIPLO) and Associazione Italiana di Psicologia (AIP)
- Vicente González Roma - Spain - Consejo General de Colegios Oficiales de Psicólogos (COP) - Spanish Psychological Association
- Salvatore Zappala - Italy - liaison between the St. Comm. and the EAWOP EC