

EUROPEAN NETWORK
OF ORGANISATIONAL AND WORK PSYCHOLOGISTS

ENOP

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ENOP NEWSLETTER No. 56

MARCH, 2009

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1. Editorial

Dear Colleagues,

This Newsletter provides information about decisions taken at the CoCo meeting in Paris, October 17, 2008.

You will also find the preliminary programme of the ENOP Symposium to be held in Paris, March 2009.

Also, the present Newsletter includes information of EAWOP Small Group Meeting on "The Future of Quality of Working Life" (Paris, March 2010)

In addition, the Newsletters includes the information about development of Work and Organizational Psychology in Spain.

Also you may find information about forthcoming conferences and congresses in the field of Work, Organizational and Economic Psychology (2009-2010).

Finally, you will find updated contact information of the ENOP members, résumés of their research activities and publications in 2008-2009, and some additional useful information.

Lyudmila Karamushka
Kyiv, March 2009

2. CoCo-Meeting, 2008

The CoCo-Meeting took place in Paris, on October 17, 2008. *Vincent Rogard, Liudmyla Karamushka, Anne Rocha, Gudela Grote* have participated (Fred Zijlstra, David Guest were unable to attend)

The following topics were discussed at the meeting:

- a) “ADEMAST ”
- b) Financial situation
- c) ENOP Membership
- d) ENOP Symposium 2009
- e) Task Force on Quality of Working Life (QWL)
- f) Ph.D. Summer/Winter Schools
- g) Exchange among Ph.D. students
- h) Memory of Bernhard Wilpert
- i) ENOP website
- j) ENOP Newsletter

a) “ADEMAST”:

The “New Statutes” have been formally approved by the respective government office in Paris. The next step will be to change the name from ADEMAST to ENOP, which will happen after the next ENOP business meeting in March 2009.

b) Financial situation:

There are sufficient means to cover the ENOP CoCo-meeting and the ENOP Symposium-2009 including guest speakers.

c) ENOP Membership:

Currently, there are 19 active and paying members. In December 2008, active and dormant members have received the invitation for the ENOP Symposium 2009 together with the fee statement for 2009. *Vincent Rogard and Anna Rocha Perazzo* have organized the mailing. Also, *Vincent Rogard* sent an e-mail to *Fred Zijlstra* to reactivate the Search Committees that were installed at the last business meeting.

d) ENOP Symposium 2009:

The next annual ENOP Symposium will be held in Paris, at the Université René Descartes, Institut de Psychologie (71, Avenue Edouard Vaillant) on **March 26-28, 2009**.

The CoCo decided to dedicate the ENOP Symposium 2009 to

”Job design for special groups”

Prof. Fred Zijlstra and Vincent Rogard are organizing the Symposium 2009. (*The preliminary program of the Symposium is presented in the Newsletter, section 3*).

e) Task Force on Quality of Working Life (QWL):

There are preliminary plans to produce a white paper on the topic. It was decided at the Meeting that *Gudela Grote* will contact *Fred Zijlstra and David Guest* to initiate the next steps.

(As a result of this activity the preliminary program of EAWOP Small Group Meeting on "The future of Quality of Working Life", Paris, March 2010, was elaborated and presented in the Newsletter, section 4).

f) Ph.D. Summer/Winter Schools:

This topic will be discussed again at the next ENOP Business meeting to draw up more concrete plans and define the organizing committee for the next seminar.

g) Exchange among Ph.D. students:

It was decided that *Gudela Grote* will apply to all ENOP members soliciting information on current Ph.D. projects in their groups and this information will be presented on the ENOP web page.

h) Memory of Bernhard Wilpert:

Vincent Rogard, is responsible for contacting *José, M. Peiró* to explore the possibility of a special session at the next EAWOP Congress (Spain, 2009) with papers related to Bernhard's areas of interest.

i) ENOP website:

New ENOP website <http://www.enop.ee> was created recently by *Mare Teichmann*. It was decided that *Lyudmila Karamushka* will contact *Mare Teichmann* to discuss the next steps in order to update the information on this website. Also, the possibility of a blog will be explored.

j) ENOP Newsletter:

It was decided that *Anna Rocha Perazzo* will send an e-mail to all ENOP members announcing that retired members will be taken off the list unless they express an interest in receiving ENOP information in the future. The ENOP Newsletter N 55 will be sent to all current members of ENOP in several copies asking them to consider possible new members and use the Newsletter as initial information for them.

Lyudmila Karamushka will keep the responsibility for Newsletter preparation. She has informed that next ENOP Newsletter N 56 will be prepared and disseminated in March, 2009. Materials of the Newsletter will be placed as well on the ENOP website.

3. ENOP Symposium 2009

”Job design for special groups”

Paris, March 26-28, 2009

PROGRAMME

26 March, Thursday

14.00 – 14.15 *Opening*

14.15 – 15.15: *Introduction Fred Zijlstra (University of Maastricht)*
“Job design for groups with special needs?”

Demographic developments indicate that there will be a shortage on the labor market, despite the current economic crises. Consequently most European governments are looking at policies to increase the participation on the labor market. However, this can not be achieved without looking at work (tasks), and how work (tasks) need to be adapted to the possibilities and capabilities of various groups.

15.15 -15.30 Break

15.30 – 16.30: *Mr. Henny Mulders, (UWV, The Netherlands)*
“Young adults with disabilities – potential and perspectives on work”

UWV is a semi-governmental organization responsible for the administration of social security arrangements. The OESO has recently indicated that the Netherlands is leading in Europe as far as treatment and policies with respect to people with disabilities is concerned. In this contribution Mr. Mulders will give an overview of the Dutch legislation and policies with respect to special needs groups, and will particularly focus on their perspectives on work.

16.30 – 17.00: *Discussion and Question and Answer session*

18.00 Finish

27 March, Friday

9.30 – 10.30: *Prof. Frans Nijhuis (University of Maastricht; Dept. of Social Medicine)*
Working with a disability - A challenge for the employee and the organization

The right to work for people with disabilities is also an important element of the UN Treaty ‘On the rights of persons with disabilities’ (2007). This means that the society has to make arrangements to support the participation of people with disabilities. The

goal of this increasing participation is that a person with a severe disability is able to earn his own income and can be economically independent.

Based on a research among more than 1200 employees with a (severe) disability we detected several strategies to survive in the workplace with their disabilities. The respondents developed various ways to cope with their disabilities in the work situation. Their action strategies can be divided into five categories: individual factors, social working environment, physical working environment, job tasks and organisational environment.

Organizations have to develop internal policies (Disability Management) to support employees with (temporal) disabilities to return to the organization or to stay in the organization. These kind of organizational policies are becoming more important due to the obsolescence of the labour force and therefore higher health risks in the labour force.

10.30 – 10.45 Break

10.45 – 11.45 *Dr. Marion Wolff (University Paris Descartes, Paris)*
Helping people with autistic spectrum syndrome to get work

Since a few years, some researchers developed a program of professional integration in company for persons with autistic spectrum syndrome. First actions related to this issue were implemented in the school context. Students in psychology accompanied children in the classroom and served as facilitators. Then the project was developed in company for young adults. Coming from this experience success criteria at the level of the company and of the young adults will be presented. The role of ergonomist and work psychologist in this project will also be discussed.

. Dr. Wolff will present results of a specific project.

11.45 – 12.30 *Discussion and Question and Answer session.*

12.30 – 13.30 Lunch

13.30 – 16.30 *Afternoon Program*

The afternoon will also be devoted to this theme, and we would like to use the expertise of the attendants for finding solutions for some of the questions that will be raised during the presentations.

18.00 Finish

28 March, Saturday

9.00-12.00

Annual Business meeting

4. EAWOP Small Group Meeting on "The future of Quality of Working Life" Paris, March 2010

Purpose

A core objective of work and organizational psychology has always been to provide concepts and methods that help improve working conditions, especially of those workers that have little voice themselves. The Quality of Working Life movement has been very forceful in defining criteria for humane work, in instigating change processes in organizations towards the establishment of humane working conditions and in initiating and supporting legal prescription and monitoring of such working conditions. Much has been achieved in the industrialized world, in particular regarding occupational health protection. Partly as a consequence, the Quality of Working Life movement has lost impetus in the recent decades. However the Lisbon declaration calling for "more and better jobs" and the growing interest of international organisations such as the UN in developing indicators and standards that can be applied in the developing as well as the industrialised countries, has created a renewed interest in the topic. In his presidential address to the IAAP, Michael Frese identified this as a topic where W/O psychologists should be able to offer a distinctive contribution.

The aim of the Small Group meeting is to assess the contribution that we, as

W/O psychologists, might make to the development of the concept and measurement of quality of working life. For this purpose, the history of the QWL movement will be reviewed and current national and international initiatives will be presented in order to draft a research agenda for carrying QWL into the future via collaborative efforts covering the diversity of socio-economic conditions across Europe.

During a meeting of the European Network of Organizational and Work Psychologists (ENOP) in 2008, a number of issues were identified that should be elaborated further during the proposed Small Group Meeting. These issues include developing better definitions, indicators and measures for QWL focusing especially on objective indicators, role of government and legislation in promoting QWL, feasibility of developing international standards, and the role of theory and evidence base for promoting QWL. Also, the changing nature of work (more service work, more goal-setting instead of prescribing particular work procedures, new technologies), interactions between working life and life outside of work and their relationship to well-being, and job crafting possibly replacing job design are to be reflected upon. Finally, the old criticism against QWL as a way to

manipulating people into higher performance needs to be addressed in light of new evidence showing that improved jobs in terms of more learning, variety and control are related to feelings of insecurity, time pressure, social conflicts, and reduced physical and psychological well-being.

Organization

The Small Group Meeting (SGM) will be organized in connection with the ENOP symposium in Paris in 2010. The SGM is planned to last 1.5 days, starting at lunch-time the first day and ending in the afternoon of the second day. Two to three key note presentations are foreseen to provide an overview on the history and current state of QWL (possible speakers: Ed Lawler, James O'Toole, Michael Frese). This will be followed by presentations based on an open call for papers. Contributions are sought on the above mentioned topics in order to draw up a European research agenda for advancing QWL. From the submitted 2-page abstracts a maximum of 20 contributions will be selected by the organizing committee in view of having

a maximum of 25 participants at the meeting with about an equal share of advanced researchers and Ph.D. students. From the discussions at the SGM, a position paper will be prepared for submission to EJWOP, possibly followed up by a special issue in EJWOP.

Organizing committee: Gudela Grote (contact person), David Guest, Fred Zijlstra, Handan Sinangil, Mare Teichman, Ljudmila Karamushka

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5. Work and Organizational Psychology in Spain: Bonding and Bridging Social Capital within the W&O Psychology Community

During the last 4 decades of the 20th century, Spain has transitioned to a democratic country and a modern society with important developments in economic, social, political, educational, and other domains. Spain became a member of the Economic European Community (currently the European Union) in 1986, and since then it has played a significant role in the development of Europe. The Spanish economy has experienced important developments, and companies have modernized, becoming more competitive in an increasingly global context. Meanwhile, the Spanish workforce has tremendously increased its human capital. Nowadays, about 40% of every cohort reaches university studies, with a large part of the active population well qualified for employment. Employer associations and unions play a critical role as social agents in a climate of social dialogue and “concertation.” On several occasions during the last few decades, these important social players have worked with the government, through tripartite negotiation and dialogue, to reach agreements on core issues that have contributed to Spain’s economic and social development. All of these changes have implications for I-O psychology, known as work and organizational (W&O) psychology in Spain.

Psychology in the Country of Spain

A clear understanding of W&O psychology in Spain requires some information about the broader discipline of psychology in this corner of the world. Psychology as an academic discipline, as a science, and as a profession has experienced tremendous developments in our country during the last 4 decades of the 20th century. It has achieved important visibility and recognition in the European and broader international scene. In 1968, graduate studies of psychology were established by law at the Complutense University of Madrid and at the University of Barcelona. These studies quickly spread, and today psychology (at a graduate and postgraduate level) is taught in about half of the 70 universities (approximately two thirds of which are public).

Nowadays, the university education system in Spain is undergoing important transformations, which are driven by the Bologna agreement (1999). This agreement set the strategic goal of achieving a more integrated higher education European system, which should be fully put in place by 2010. The goals driving this deep reform of the higher education systems in European countries include a common structure of university studies,

a higher mobility of students and staff across countries, the quality enhancement of universities, and more transparent information about the diplomas granted. During the last decade, the Spanish Psychological Association (Colegio Oficial de Psicólogos, COP) has been involved, within the context of the European Federation of Psychology Associations, in the development of a European Certificate of Psychology. This certificate is intended to establish a quality benchmark of education and practice in psychology, thereby protecting the public and improving mobility for psychologists between countries in Europe (<http://www.euopsy.eu.com/>).

In the professional arena, Spanish psychologists are associated with regional Colegios Oficiales de Psicólogos (COP), which are semi-public organizations created, by the parliament law in 1980 to protect the profession. Today, there are 23 Colegios (generally one per autonomous region of Spain), and all of them are integrated in the General Council of COPs (www.cop.es). These Colegios integrate 46,413 psychologists working in different specialties and fields of practice.

The Development of Work and Organizational Psychology in Spain

The discipline of W&O psychology in Spain has a long tradition. One important antecedent was the contribution made during the 16th century by Huarte de San Juan who in his work *Examen de Ingenios para las Ciencias* [*Examination of Talents for Sciences*] developed a differential

psychology for career and vocational guidance. W&O psychology officially began in Spain during the first decades of the 20th century and was concentrated in the areas where industrialization was taking place (e.g., Madrid, Barcelona). Two Institutes of Vocational and Professional Guidance were created, one in Madrid under the leadership of Cesar de Madariaga and Jose Germain and the other in Barcelona, led by Emilio Mira y Lopez. In 1921 and 1930 the International Congress of Psychotechnics was held in Spain, demonstrating that the discipline and professional activity were established and internationally acknowledged. All of these developments, however, were truncated by the Spanish Civil War (1936–1939). During the 1950s and 1960s, a progressive recovery of scientific psychology took place. In 1952, the Spanish Society of Psychology was founded and the *Revista de Psicología General y Aplicada* was launched by this Society. One year later, the creation of a postgraduate school of psychology in Madrid and Barcelona enabled the training of clinical, educational, and industrial psychologists who had obtained their bachelor's degrees in other disciplines. In 1968, the bachelor's degree (licenciatura) in psychology, as a university diploma, was created by the Ministry of Education; it was awarded after 5 years of study. Importantly, several W&O psychology courses were included in the curriculum.

Education and Training

Nowadays, W&O psychology is taught at undergraduate and/or

postgraduate levels in about 35 Spanish universities. It is also included in the curriculum of other university diplomas such as Business Administration and Industrial/Labor Relations. Currently there are more than 70 tenured professors or associate professors of W&O psychology in the universities. Moreover, research groups have been created and developed in more than 20 psychology departments at the most important Spanish universities. Recently a research institute, Institute of Organizational and Personnel Development and Quality of Working Life, was established at the University of Valencia with about 35 full-time researchers and about 15 PhD students.

W&O psychology is taught in graduate and/or specialized postgraduate programs at about 35 universities as well. Opportunities for doctoral studies are available in universities such as the Complutense and the Autonomous Universities of Madrid, the University of Barcelona, the Autonomous University of Barcelona, and the universities of Valencia, Sevilla, Santiago, Salamanca, La Laguna, Granada, and Universitat Jaume I (UJI) among others. Spain also participates in the international training of W&O psychologists. Currently, a consortium of five European universities from four different countries (Barcelona and Valencia from Spain, Bologna from Italy, Paris V from France, and Coimbra from Portugal) are running an International Master's Program on W&O psychology granted by the European Union as a Master Erasmus Mundus (www.uv.es/erasmuswop). It should be noted that about 20 non-European

students and about 4 scholars are accepted every year into this program.

Beyond the university degree, important education and training activities for continuous professional development are also available. Such opportunities are offered by the Colegio Oficial de Psicólogos in every region and also by a number of psychology departments at the universities.

Even today, the Spanish continue to play a key role in the establishment of education and training guidelines for W&O psychologists. Some Spanish professors have taken an active part in the development of the ENOP reference model and minimal standards for the European curriculum in W&O psychology (www.ucm.es/info/Psyap/enop/). This frame of reference has been widely adopted by Spanish universities to design postgraduate curricula in W&O psychology. More recently, two Spanish professors have also participated in the European Association of Work and Organizational Psychology (EAWOP) Taskforce to develop the standards for a European Advanced Certificate of Work and Organizational Psychology recently submitted to the EAWOP executive committee.

Research and Publications

During the last 2 decades, an important increase of research activities and outcomes has taken place, with several indicators suggesting advancement in knowledge production. In particular, the number of PhD dissertations, the articles published in scientific international journals, the number of projects founded by national

and European research agencies, and also the number of contracts between research groups and industry or other organizations indicate clear positive progress and quite an important increase.

W&O research in Spain is published in a number of scientific and professional journals. In 1985, the COP created the *Revista de Psicología del Trabajo y de las Organizaciones* and also other more general journals (which include but are not limited to W&O psychology articles) such as *Psicothema*, *Apuntes de Psicología* or *Psychology in Spain*—a free access electronic journal that offers in English a select set of papers published in the Spanish journals (www.psychologyinspain.com/). Other scientific journals that include W&O psychology articles are published by Spanish scientific associations and by several universities. Among them are the *Revista de Psicología Social Aplicada*, *Revista de Psicología Social*, *Revista de Psicología General y Aplicada*, and *Ansiedad y Estrés*. Recently, a special issue on W&O psychology research carried out in Spanish universities was published in an outlet called *Papeles del Psicólogo* (www.papelesdelpsicologo.es/).

Various journals, and also books published in Spanish, are widely distributed in Iberoamerican countries. Furthermore, the Spanish COP offers an electronic index of psychological research—PSICODOC—covering most of the psychological literature published in Spanish (<http://psicodoc.copmadrid.org/psicodoc.htm>). Finally, the Ministry of Education produces a citation database for social science journals published also in the Spanish

language— INRECS
(<http://ec3.ugr.es/in-recs/>).

Professional Practice

Professional practice is well established all over Spain. Currently, more than 1,500 psychologists work in companies, mainly in HRM departments or as consultants in organizational or HRM consultancy firms. W&O psychology has widely expanded, with W&O psychologists specializing in a variety of domains including marketing, town and region development, occupational health, management, and so on. The work of these professionals has spread out from industry to service organizations and from private to public organizations and administration. W&O practitioners also serve in many other types of organizations such as social economy (e.g., cooperatives), the military and nonprofit organizations and foundations. Moreover, a number of practitioners work in the public employment services, as well as in private temporary employment agencies, unions, and employer associations.

Organizations and Congresses

Just as I-O psychology in the U.S. is guided by organizations such as APA, APS, and SIOP, W&O psychology in Spain is organized within the Colegio Oficial de Psicólogos (COP) and has a coordination board at the national council of COPs. The COP is a founding constituent member of EAWOP (www.eawop.org) and has also been very actively represented in other international associations such as

the International Association of Applied Psychology

(<http://www.iaapsy.org/division1>).

Congresses (i.e., conferences) provide an important avenue for Spanish W&O psychologists to meet, network, and share knowledge. COP has been active in promoting national W&O psychology congresses in Spain. In several instances, congresses have been organized in cooperation with Iberoamerican associations of psychology. In addition, university departments of social psychology organize biannually the National Congress of Social Psychology, which is very well attended by W&O psychologists (a significant part of the program is devoted to W&O topics).

Altogether, Spanish W&O psychologists have been known to take an active part in international congresses, not the least of which is the European Congress of Work and Organizational Psychology organized by EAWOP. In fact, the 6th EAWOP congress was held in Alicante (Spain) in 1993, and in 2009 the 14th congress will be held in Santiago de Compostela (www.eawop2009.org).

The Iberoamerican Congress of Psychology is also organized every 2 years by the Iberoamerican Federation of Psychology Associations. The next one will take place in Lima in July of 2008 (<http://www.congresofiapperu.com/>).

Finally, the International Congress of Applied Psychology is also well attended by Spanish W&O

psychologists, especially since 1994 when it was held in Madrid.

Summary and Invitation

In sum, during the recent decades, W&O psychology in Spain has experienced important developments in research, education, and professional practice. These developments are leading to a more intense collaboration with colleagues from other European countries, from Iberoamerica, and from many other parts of the world. Fortunately, this trend toward international exposure and collaboration shows no sign of abating. As indicated above, the 14th European Congress of Work and Organizational Psychology will be held in Santiago de Compostela in May of 2009. This is a great opportunity to meet colleagues not only from Europe but from all over the world. The Spanish W&O psychologists warmly invite *TIP* readers to come and profit from this very promising scientific, professional, and academic but also social and cultural event. We look forward to meeting you there.

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Submitted by:
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6. Future Conferences and Congresses

6.1. 14th EUROPEAN CONGRESS OF WORK AND ORGANIZATIONAL PSYCHOLOGY (EAWOP)

The 14th European Congress of Work and Organizational Psychology (www.eawop2009.com) will be held in Santiago de Compostela (Spain), from the 13th to 16th of May 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), in cooperation with the Faculty of Psychology of the University of Santiago and the COP Galicia.

The congress organizers expect more than 1000 participants. In addition, 1656 abstracts were submitted from 54 countries from all over the world. The

majority of abstracts (217) were submitted by Spanish authors; however the authors from the Netherlands (165), Germany (157), UK (150), and Italy (122) also submitted a large number of abstracts. In addition, 322 contributions were submitted by non-European authors, among which the majority of abstracts were submitted by the researchers from Canada (53) and the USA (45). A considerable number of abstracts were submitted also from the Republic of South Africa (36), Brazil (35), Mexico (30) and Iran (24). The number of submitted abstracts from different regions can be observed in Table 1.

Table 1. *Number of abstracts submitted by region*

Region	N° abstracts
Europe	1334
North America	98
South America	79
Asia and the South Pacific	106
Africa	39

With regard to the congress topics and specific areas of interest, 92 abstracts deal with well-being and 78 with work stressors (within the topic Job Stress

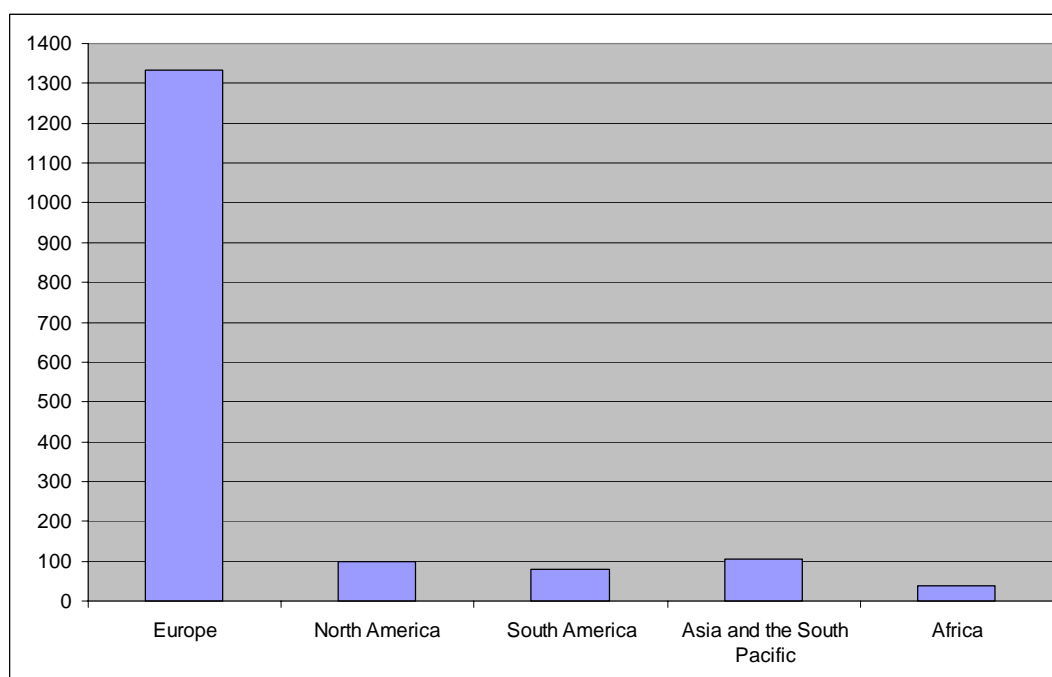
and Employee Well-being), followed by 84 submissions on Leadership Models (Leadership and Management), 73 on Selection and Assessment (Human

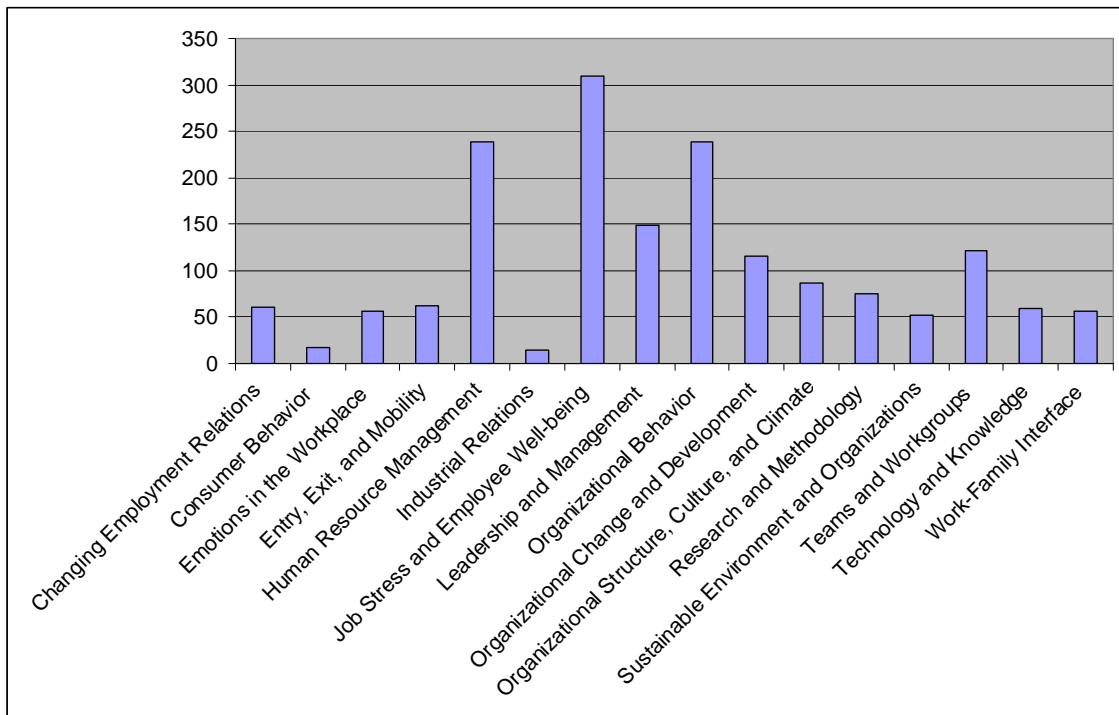
Resource Management), and 61 on Performance (Organizational Behavior). In contrast, areas, such as Union Structural Change and Worker Representation and Collective Bargaining (Industrial relations) or

Outsourcing and Scheduling of Work (Organizational Structure, Culture, and Climate) count with only one submission. The exact distribution of submitted abstracts in each congress topic is presented in Table 2.

Table 2. *Number of abstracts submitted by congress topic*

Congress topic	N° abstracts
Changing Employment Relations	61
Consumer Behavior	17
Emotions in the Workplace	57
Entry, Exit, and Mobility	62
Human Resource Management	238
Industrial Relations	15
Job Stress and Employee Well-being	310
Leadership and Management	149
Organizational Behavior	239
Organizational Change and Development	115
Organizational Structure, Culture, and Climate	87
Research and Methodology	75
Sustainable Environment and Organizations	52
Teams and Workgroups	121
Technology and Knowledge	60
Work-Family Interface	56





*Submitted by:
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(Spain)*

6.2. „Decisions and Change in Work, Organization and the Economy” - Conference on Work, Organizational and Economic Psychology (Vienna, September 9-11, 2009)

The 6th Meeting of the "Work- and Organizational Psychology" Division, to be held in **Vienna, September 9-11, 2009**. The meeting is organized by the Economic Psychology Group at the Faculty of Psychology, University of Vienna. The theme of the meeting is "Decisions and Change in Work, Organization and the Economy". In addition to current topics in work and organizational psychology, this year's meeting also covers topics in

economic psychology. An attractive social program will be provided.

Although the main working language will be German, parts of the meeting will be conducted in English. We therefore invite you to submit abstracts either in English or German language. If you don't speak German, please contact us directly (aow2009.psychologie@univie.ac.at) and we will provide detailed information in English.

Please note our homepage
<http://www.univie.ac.at/aow2009/> and
the following deadlines:
Submission of Abstracts: 1 December
2008 - 13 March 2009
Submission of symposia proposals:
1 December 2008 - 13 March 2009
Notification about acceptance: 30 April
2009
Registration for presenters: 1 December
2008 - 30 June 2009
Deadline for reduced early registration
fees: 30 June 2009

Deadline for cancelation: 15 August
2009

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6.3. WOP Conferences and Congresses (2009-2010)

2009

24th Annual SIOP conference

April 2-4, 2009

New Orleans, USA

URL: <http://www.siop.org/conferences>

14th European Congress of Work and Organizational Psychology

May, 13-16, 2009

Santiago de Compostela, Spain

URL: www.eawop2009.org

21st Annual Convention, Association for Psychological Science

May 21 - 24, 2009

San Francisco, USA

URL: <http://www.psychologicalscience.org/convention/>

Canadian Psychological Association (CPA) Annual Convention

June 11 - 13, 2009

Montreal, Canada

URL: www.cpa.ca

8th Industrial and Organisational Psychology Conference

June 25-28, 2009

Sydney, Australia

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

32nd Interamerican Congress of Psychology

June 28 - July 2, 2009

Guatemala, Guatemala

URL: www.sip2009.org

International Council of Psychologists

July 4 - 8, 2009

Mexico City, Mexico

URL: www.icpweb.org

11th European Congress of Psychology

July 7 - 10, 2009

Oslo, Norway

URL: www.ecp2009.no

117th Annual Convention of the American Psychological Association

August 6 - 9, 2009

Toronto, Canada

URL: www.apa.org/convention

6th Meeting of the "Work- and Organizational Psychology" Division of the German Society of Psychology

Theme: Decisions and Change in Work, Organization and the Economy

September 9-11, 2009

Vienna, Austria

URL: www.univie.ac.at/aow2009/

XIth European Conference ENOP 2009 On Organizational Psychology and Human Service Work

October 22-24, 2009

Lisbon, Portugal

URL: <http://enop2009.com/>

Southeastern Europe (SEE) Regional Conference of Psychology

October 30 - November 1, 2009

Sophia, Bulgaria

URL: <http://RCP2009.wordpress.com>

2010

27th International Congress of Applied Psychology

July 11 - 16, 2010

Melbourne, Australia

URL: www.icap2010.com

7. ENOP-Members Research Interests and Recent Publications

In this section you will find a list of 17 members of «New» ENOP , their addresses and research topics as well as publications dated 2009 indicated by the members.

1. Arnold, John. The Business School, Loughborough University, Ashby Road, Loughborough, LE11 3TU, UK. (Tel+44 1509 223121, fax +44 1509 223960 e-mail j.m.arnold@lboro.ac.uk)

Research topics:

Career choice, development and management; leadership.

Recent publications:

-Morrell, K., Loan-Clarke, J., Arnold , J, and Wilkinson, A.J. (2008). A refinement and test of the unfolding model of voluntary turnover in a sellers' labour market. *Applied Psychology: An International Review*, 57, pp.128-150.

2.Caetano, António. Human Resources Management Department, University Institute of Lisbon (IUL/ISCTE), Av. Forças Armadas, Edif ISCTE, 1649-026, tel. +351217903001 Lisboa. e-mail: antonio.caetano@iscte.pt

Research topics:

Social exchange in organizations, group processes, training and change evaluation, and human resources management.

Recent publications:

- Santos, J. P. e Caetano, A. (2008). A liderança transformacional: Predição de eficácia dos líderes e da satisfação percebida pelos subordinados. In A. Caetano, M. Garrido, S. Batel, e Martins, A. M. (Orgs), *Percursos da investigação em psicologia social e organizacional*, vol 3, pp. 179-192.

- Santos, J. P., Caetano, A. e Jesuino, J. C. (2008). As competências funcionais dos líderes e a eficácia das equipas. *Revista Portuguesa e Brasileira de Gestão*, 7, nº 3, 22-33.

- Sousa-Lima, M. & Caetano, A. (2008). Importância do papel mediador da confiança nas organizações: relações de troca social e satisfação no trabalho. In A. Caetano, M. Garrido, S. Batel, e Martins, A. M. (Orgs), *Percursos da investigação em psicologia social e organizacional*, vol 3, pp. 155-158.

- Spagnoli, P., Tanucci, G. e Caetano, A. (2008) Fattori individuali e organizzativi nel processo di socializzazione organizzativa: uno studio longitudinale in ambito militare. *Psicologia dell'Educazione e della Formazione*, 2,

- Tavares, S. & Caetano, A. (2008). O que pode condicionar a identificação organizacional: O papel das características do trabalho, das práticas de GRH, da justiça distributiva e do suporte organizacional percebido. In A. Caetano, M. Garrido, S. Batel, e Martins, A. M. (Orgs), *Percursos da investigação em psicologia social e organizacional*, vol 3, pp. 159-178.

3. Guest, David. The Management Centre, King's College, London, 150 Stamford Street, London SE1 9NN, UK. (Tel. & Fax. +44 207 8483723; e-mail: david.guest@kcl.ac.uk).

Research topics:

Employment contracts, psychological contracts and well-being; human resource management and performance; careers and commitment; the changing nature of employment relations.

Recent publications:

-Guest, D., Brown, W., Peccei, R. and Huxley, K. (2008) «Does partnership at work increase trust? An analysis based on the 2004 Workplace Employment Relations Survey». *Industrial Relations Journal*. 39 (2), pp.124-152.

-Guest, D. «Worker well-being» in P.Blyton, N. Bacon, J. Fiorito & E. Heery (eds). *The Sage Handbook of Industrial Relations*, Thousand Oaks, Calif. Sage. pp. 529-547.

-Guest, D. and Bryson, A. «From industrial relations to human resource management: The changing role of the personnel function». National Institute of Economic and Social Research Discussion Paper.

-Proudfoot, J., Corr, P., Guest, D. & Dunn, P. (2009). "Cognitive-behavioural training to change attributional style improves employee well-being, job satisfaction, productivity, and turnover". *Personality and Individual Differences*, 46: 147-153.

4. Grote, Gudela. Department of Management, Technology, and Economics, ETH Zürich (Kreuzplatz 5, 8032 Zürich, Switzerland (Tel. +41446327086, Fax: +41446321186. e-mail: ggrote@ethz.ch)

Research topics:

Socio-technical systems design; safety management; cooperation in high-risk teams; effects of work flexibility; collaborative planning

Recent publications:

-Grote, G. & Staffelbach, B. (2008). *Schweizer HR-Barometer 2008: Lohnzufriedenheit und psychologischer Vertrag*. Zürich: NZZ Verlag.

-Grote, G. & Raeder, S. (2009). Careers and identity in flexible working: Do flexible identities fare better? *Human Relations*, 62, 219-244.

-Grote, G., Weichbrodt, J.C., Günter, H., Zala-Mezö, E. & Künzle, B. (2009). Coordination in high-risk organizations: the need for flexible routines. *Cognition, Technology & Work*, 11, 17-27.

-Windischer, A., Grote, G., Mathier, F., Meunier Martins, S. & Glardon, R. (2009). Characteristics and organizational constraints of collaborative planning. *Cognition, Technology & Work*, 11, 87-101.

-Zingg, U., Zala-Mezö, E., Künzle, B., Licht, A., Metzger, U., Grote, G. & Platz, A. (2008). Evaluation of critical incidents in general surgery. *British Journal of Surgery*, 95, 1420-1425.

Grote, G. & Staffelbach, B. (2009). *Schweizer HR-Barometer 2009: Mobilität und Arbeitsgeberattraktivität*. Zürich: NZZ Verlag.

5. Johansson, Gunn. Department of Psychology, Stockholm University, S-106 91 Stockholm, Sweden. (Tel. +46 8 163900; Fax: +46 8 1593 42; e-mail: gi@psychology.su.se; web-site: www.psychology.su.se/units/ao).

Research topics:

Biopsychosocial study of work, stress, and health; women's career patterns; work-life balance; burnout and chronic stress.

6. Karamushka, Lyudmila. Institute of Psychology, Laboratory of Organizational Psychology. 2 Pan'kivska Str. 01033 Kyiv, Ukraine. (Tel: +38 044 244 37 19, Fax: +38 044 4509816; e-mail: LKARAMA01@yahoo.co.uk)

Research topics:

Change management; team building.

Recent publications:

-Karamushka L. M. Psychological aspects of change management in educational organizations: Text-book.- Kyiv: Naykovuy svit, 2008, 76 p.

-Karamushka L.M. (Ed.) (2008). Technology of training of personnel of organizations to work at the conditions of social-economic changes: Text-book. 2-ed./ Scientific editing: L. M.Karamushka. – K.: Nayukovy Svit, 2008, 230 p.

-Karamushka, L.M., Fil, O.A., Levkovets, V.V., Alyokhina, O.I., Mikhailenko, V.O. (2008). The Technology of State Administration Employees' Team-Work Training: Text-book. – K.: Nayukovy Svit, 2008, 182 p.

7. Kirchler, Erich. Faculty of Psychology. Economic Psychology. University of Vienna . Universitaetsstrasse 7; A-1010 Vienna . (Tel. +43 1 427747880; Fax: +43 1 427747889; e-mail: erich.kirchler@univie.ac.at; <http://www.univie.ac.at>).

Research topics:

Economic psychology; tax behaviour, household money management.

Recent publications (selection):

- Hofmann, E., Hoelzl, E. & Kirchler, E. (2008). Preconditions of voluntary tax compliance: Knowledge and evaluation of taxation, norms, fairness, and motivation to cooperate. *Journal of Psychology*, 216(4), 209-217.
- Mühlbacher, S., Kirchler, E., Hölzl, E., Ashby, J., Berti, C., Job, J., Kemp, S., Peterlik, U., Roland-Lévy, C. & Waldherr, K. (2008). Hard-earned Income and Tax Compliance: A Survey in Eight Nations. *European Psychologist*, 13(4), 298-304.
- Burgoyne, C. & Kirchler, E. (2008). Financial decisions in the household. In A. Lewis (ed.). *The Cambridge Handbook of Psychology and Economic Behaviour* (pp. 132-154). Cambridge, UK: Cambridge University Press.
- Kirchler, E., Mühlbacher, S. & Wahl, I. (2008). Wirtschaftskriminalität: Zur Effizienz von Kontrollen und Strafen auf Steuerehrlichkeit. In T. Ellmansberger, M. Holoubek, S. Kalss, M. Lang, G. Lienbacher, B. Lurger, M. Potacs & R. Rebhahn (Hrsg.). *Wirtschaftsstrafrecht*. (S. 1-12). Wien: Linde.
- Kirchler, E., Holler, M. & Hartner, M. (2009). Motivationspsychologische Konzepte in der Ökonomie. In V. Brandstätter & J. H. Otto (Hrsg.). *Handbuch der Allgemeinen Psychologie – Motivation und Emotion*. (S. 369-376). Göttingen: Hogrefe.

8. Kouabenan, Rémi. Université Pierre Mendès, UFR SHS, Département de Psychologie, BP 47, 38040, Grenoble II, Grenoble Cedex 9, France (Tel. 04 76 82 56 29 (office); 04 76 22 85 07 (home); fax: 04 76 82 56 65; E-mail: Remi.Kouabenan@upmf-grenoble.fr)

Research topics:

Health and safety: Accident analysis, risk perception (main topic). Analysis of cognitive processes at work (including the organization of the work, social relations management, communication, management of change, of working conditions, and of quality, etc.). Social and professional integration of disabled people or people having some difficulties to integrate the social network (example: young men, delinquents, etc.).

Recent publications:

- Gandit, M., Kouabenan, D.R., & Caroly, S. (2009). Road-Tunnel Fires: Risk Perception and Management Strategies Among Users. *Safety Science*, 47, 105-114.
- Mbaye, S., Kouabenan, D.R., & Sarnin, P. (2008). Nature du risque, sentiment d'invulnérabilité, sentiment de contrôle, et motivation à s'impliquer dans des pratiques de Retour d'Expérience. In N. Pettersen, J.-S. Boudrias & A. Savoie (Eds), *Entre tradition et innovation, comment transformons-nous l'univers du travail ?* Québec : Presses Universitaire du Québec

9. Peiró, José, M. Facultat de Psicologia Universitat de Valencia, Avda. Blasco Ibañez, 21, 46010 Valencia, Spain. (Tel. 34 963864689 or 34.963864473; Fax: 34 963864668; e-mail: jose.m.peiro@uv.es; www.uv.es).

Research topics:

Organizational development; work teams.

Recent publications:

- Peiró, J.M., Martínez-Tur, V., (2008). Organizational development and change, pp.351-376. En N. Chmiel (Ed.) *An introduction to work and organizational psychology*, 2nd Edition, Blackwell, London.
- Peiró, J. M. (2008). Work and Organizational Psychology in Spain: Bonding and Bridging Social Capital Within the W&O Psychology Community. *The Industrial-Organizational Psychologist*, 46 (1), pp.63-68.

-Gamero, N., González-Romá, V., & Peiró, J.M. (2008). The influence of intra-team conflict on work teams' affective climate: A longitudinal study. *Journal of Occupational and Organizational Psychology* (2008), 81, pp.47–69.

-Carmona, C., Buunk, A., Dijkstra, A. & Peiró, J.M. (2008). The relationship between goal orientation, social comparison responses, self-efficacy and performance. *European Psychologist*, 13 (3), pp.188-196.

-Peiró, J.M. (2008) Stress and coping at work: new research trends and their implications for practice. In K. Näswall, J. Hellgren & M. Sverke (Ed), *The Individual in the Changing Working Life*. Cambridge: Cambridge University Press.

10. Rogard, Vincent. Université René Descartes, Institut de Psychologie, Laboratoire d'Ergonomie Informatique, 71 avenue Edouard Vaillant, 92774 Boulogne-Billancourt Cedex France (Tel: 01 55 20 57 38; E-mail: rogard@psycho.univ-paris5.fr, vincentrogard@yahoo.fr), web-site of institution: <http://www.univ-paris5.fr>).

Research topics:

Ergonomic approach to managers' activities; activity analysis and professional selection.

Recent publications:

-Rogard, V. (2009). Restituer l'évaluation en psychologie : questions éthiques. In O. Bourguignon (Eds). *Pratiques psychologiques et réflexion éthique*. Mardaga.

11. Sarchielli, Guido. Facoltà di Psicologia, Alma Mater studiorum, University of Bologna. Piazza A. Moro 90, 47123 - Cesena. Italy. (Tel. +39 0547 338512. Fax: +39 0547 3385 31; e-mail: guido.sarchielli@unibo.it ; <http://www.psice.unibo.it>).

Research topics:

Occupational socialization, work transitions and career. Unemployment and contingent work Retirement. Emotion and work.

Recent publications:

-Tabanelli M.C., Depolo M., Cooke R.M.T., Sarchielli G., Bonfiglioli R., Mattioli S., Violante F.S. (2008), Available instruments for measurement of psychosocial factors in the work environments, *International Archives of Occupational Environmental Health*, 82, 1, pp.1-12.

-Zappalà S., Depolo M., Fraccaroli F., Guglielmi D., Sarchielli G. (2008). *Career Development International*, 13, 2, pp.150-167.

12. Schaufeli, Wilmar. Department of Social and Organisational Psychology, University Utrecht (P.O. Box 80.140, 3508 TC Utrecht, The Netherlands) Tel: (31) 30-253 9093; Fax: (31) 30-253 7842. e-mail: W.Schaufeli@uu.nl

Research topics:

Burnout, Job stress and strain, Absenteeism, Work engagement, Workaholism, Worksite health interventions, Unemployment and Job insecurity

Recent publications:

- Maslach, C., Leiter, M.P. & Schaufeli, W.B. (2008). Measuring burnout. In C.L. Cooper & S. Cartwright (Eds.). *The Oxford handbook of organizational well-being* (pp. 86-108). Oxford: Oxford University Press.

- Le Blanc, P., de Jonge, J. & Schaufeli, W.B. (2008). Job stress and occupational health In N. Chmiel (ed.). *An introduction to Work and Organizational Psychology: A European perspective* (pp. 119-148) London: Blackwell (2nd ed).

- Hakanen, J., Schaufeli, W.B. & Ahola, K. (2008). The Job Demands-Resources model: A three-year cross-lagged study of burnout, depression, commitment, and work engagement. *Work & Stress*, 22, 224-241.

- Schaufeli, W.B., Taris, T. W. & Bakker, A.B. (2008). It takes two to tango. Workaholism is working excessively and working compulsively. In R. J. Burke & C.L. Cooper, *The long work hours culture. Causes, consequences and choices* (pp. 203-226). Bingley, UK: Emerald.

- Xanthopoulou, D., Bakker, A.B., Demerouti, E. & Schaufeli, W.B. (2009). Work engagement and financial returns: A diary study on the role of job and personal resources. *Journal of Organizational and Occupational Psychology*, 82, 183-200.
- Demerouti, E., Le Blanc, P., Bakker, A.B., Schaufeli, W.B. & Hox, J. (2009). Present but sick: A three-wave study on job demands, presenteeism and burnout. *Career Development International*, 14, 50-68.

13. Sinangil, Handan Kepir. Marmara University, Faculty of Economics & Administrative Sciences, Dept. of Business Administration, 81040 Goztepe / Istanbul, Turkey. (Tel.: (W) +90 (216) 3365273, (H) +90 (216) 432 3036; Fax: (W) +90 (216) 3458629; (H) +90 (216) 432 3146; (GSM) +90 (532) 2667037; E-mail: sinangil@boun.edu.tr)

Research Topics:

The human side of Mergers and Acquisitions, Leadership and Authoritarianism

Recent Publications:

- Sinangil, H.K., Küçükaslan, A. (2008). Mergers and Acquisitions through Perspectives of Work and Organizational Psychology and Management. In N. Chmiel (Ed) *Introduction to Work and Organizational Psychology* (Second Edition). pp 377-394. Blackwell.
- Sinangil, H.K. (2008). Work Motivation: History, Theory, Research and Practice, Book Review, Latham, G., Sage. *International Public Management Journal* 11(2), 240-243.
- Sinangil, H.K. (2008). Endüstri ve Örgüt Psikolojisinin İşletmeler ve Çalışanlar Açısından Değerlendirilmesi. (Industrial and Organizational Psychology: Perspectives of Employees and Organizations). *Mercek*, 13, 117-121.
- N. Anderson, D.S. Ones, H.K. Sinangil & C. Viswesvaran (Eds.) (2009). *Endüstri, İş ve Örgüt Psikolojisi El Kitabı – Personel Psikolojisi* Cilt 1. (H.K.Sinangil, (Ed.) Turkish version of the Handbook of Industrial, Work and Organizational Psychology, Personnel Psychology Vol.1). Istanbul: Literatür.

14. Teichmann Mare. Tallinn University of Technology, Chair of Psychology, Ehitajate tee 5, Tallinn 19086, Estonia. Tel. +372 6202661, Fax +372 6202020, GSM +372 5087510, e-mail mare@pekonsult.ee

Research topics:

Quality of life and occupational stress (managers, engineers, teachers, public administrators, med. doctors).

Recent publications:

- Teichmann, M., Kübarsepp, J., Ilvest J.Jr. (2008). Students' Self-management: E-course, E-tutoring and Online Support System. In: Innovative Techniques in Instruction Technology, E-learning, E-assessment, and Education. Ed. Iskander, M., Springer, 304-308
- Teichmann, M., Kübarsepp, J., Ilvest J.Jr. (2008). Web-based Freshmen Support System at Tallinn University of Technology, In: UNESCO Chair, Proceedings of SEFI Annual Conference 2008, Research Symposium of PBL in Engineering Education, CD 5 pp.
- Teichmann, M., Kübarsepp, J. (2009). Students' preparation for and coping with science and engineering education. (12 p, in press)

15. Van der Flier, Henk. Department of Work and Organizational Psychology, Vrije Universiteit, Van der Boechorststraat 1, 1081 BT Amsterdam, The Netherlands (Tel.: +31 20 5988712; Fax: +31 20 5988702; e-mail: H.van.der.Flier@psy.vu.nl; website of institution: <http://www.psy.vu.nl/fpp.php/departments/workandorganizationalpsychology>.)

Research topics:

Personnel selection, psychometrics, cross-cultural psychology, fairness, work conditions.

16. Matti Vartiainen. Laboratory of Work Psychology and Leadership, Department of Industrial Engineering and Management, Helsinki University of Technology, P.O.Box 5500, Otaniementie 17,

02015 TKK, Finland. (Tel: +358-50-5553380; fax: +358-9-4513665; e-mail: matti.vartiainen@tkk.fi; http://www.tuta.hut.fi/units/Tps/tps_en.php; <http://vmwork.tkk.fi>; <http://www.palkitseminen.hut.fi/>

Research topics:

Mobile virtual work; distributed workplace, organizational innovations, knowledge and competence management, reward systems, sociotechnical systems, working in virtual environments

Recent publications:

- Schaffers, H., Gareis, K., Stanoevska-Slabeva, K., Vartiainen, M. & Bijlsma, M. (2008) Thee Role of Collaborative Working Environments in Enabling Global Businesses. In Proceedings of ICE2008, The 14th International Conference on Concurrent Enterprising: A New Wave of Innovation in Collaborative Networks, Lisbon, Portugal 23 -25 June 2008. 8 pages. <http://www.ice-proceedings.org/>

- Lehtonen, J-M., Hippeläinen, M., Kouri, J. & Vartiainen, M. (2008) Operation time in coronary artery bypass graft (CABG). In: Kujala, J. & Iskanius, P. (eds.) Proceedings of the 13th International Conference on Productivity and Quality Research, pp. 368-377. June 25th – 27th, 2008, Oulu, Finland. University of Oulu, Department of Industrial Engineering and Management and International Society of Productivity and Quality Research.

17. Zijlstra, Fred. Professor of Cognitive Work Psychology, Department of Work and Social Psychology, University of Maastricht, P.O. Box 616, 6200 MD, Maastricht, The Netherlands. (Tel. + 3143 388 4337; email: fred.zijlstra@psychology.unimaas.nl. <http://www.psychology.unimaas.nl/>

Research topics:

Recovery after work; shared mental models, mental effort.

Recent publications:

-D'Amato, A., & Zijlstra F.R.H., (2008). Psychological Climate and Individual Factors as Antecedents of Work Outcomes. *European Journal of Work and Organizational Psychology*. Vol. 17(1), p33-54.

-Zijlstra, F.R.H. & Rook. J., (2008). The Weekly Cycle of Work and Rest. In: R.A. Roe, M.J. Waller and S. Clegg (Eds.), *Time in organizations – Approaches and methods* London: Routledge.

-Van Doorn R.A., & Zijlstra, F.R.H., (2008). Everyday mistakes: Confidence or cognition? In: D. de Waard, F.O. Flemisch, B. Lorenz, H. Oberheid, & K. Brookhuis (Eds.). *Human Factors for Assistance and Automation* (pp. 389-400). Shaker Publishing: Maastricht. ISBN: 978-90-423-0350-8

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5. Blackler, Frank. Department of Behaviour in Organizations, School of Management, University of Lancaster, Bailrigg, Lancaster, LA1 4YX, UK (Tel. +44 524 33553-4042).

- 6. Bouwen, Rene. D.** Work and Organisational Psychology Department. Catholic University Leuven, 102 Tiensestraat, B-3000 Leuven, Belgium (Tel. +32 16 326056; Fax: +32 16 326055; e-mail: rene.bouwen@psy.kuleuven.ac.be).
- 7. Bussing, André.** Department of Psychology, Technical University Muenchen.
- 8. Coetsier, Pol.** Department of Personnel Management, Work and Organisational Psychology. State University of Ghent, 2 Dunantlaan, B-9000 Belgium (Tel. +32 9 2646457; Fax: +32 9 2825114; e-mail: pol.coetsier@rug.ac.be).
- 9. Curie, Jacques.** Laboratoire Associe au CNRS n° 259, Universite de Toulouse Le Mirail, 5 allees Antonio Machado, 31058 Toulouse cedex, France.
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- 11. De Cock, Gaston.** Faculty of Psychology and Educational Sciences, 102 Tiensesstraat, B-3000 Leuven, Belgium (Tel. +32 16 286006; Fax: +32 16 286000).
- 12. De Keyser, Veronique.** Faculté de Psychologie, Université de Liège, 5 Bd du rectorat, B-32, Sart Tilman Liege 1, Belgium (Tel. +32 4 3662013; GSM +32(0)75691224; e-mail: vdekeyser@ulg.ac.be).
- 13. De Wolff, Charles.** Psychologisch Laboratorium, Katholieke Universiteit, 3 Montessorilaan, 6500 HE Nijmegen, Pays-Bas (Tel. +31 80 512639; Fax: +31 80 515938).
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- 20. Greif, Siegfried.** Universität Osnabrück FB4, Postfach 4469, 4500 Osnabrück, R.F.A.
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- 22. Haukedal, Willy.** Norwegian School of Economics and Business Administration, Institutt for Strategi og ledelse, Breiviksveien 40 5045 Bergen (Tel: 55 959452; Willy.Haukedal@nhh.no; Web: www.willyhaukedal.info).
- 23. Herriott, Peter.** Institute of Employment Studies, Brighton, UK.
- 24. Hurley, John J. P.** Business School, Dublin City University, Dublin 9, Ireland. (Tel. +353 1 7005224; Fax: +353 1 7005446; e-mail: john.hurley@dcu.ie; web-site of institution: <http://www.dcu.ie/~business/research/staff/jh/index.htm>).
- 25. Ignatov, Marin.** Institute of Psychology, Bulgarian Academy of Sciences, P. O. Box 106; BG-1220 Sofia, Bulgaria. (Tel./Fax: +359 2 595416; e-mail: martin.ignatov@tu-berlin.de).
- 26. Kantas, Aristotelis.** University of Patras, Department of Business Administration, Rio, Patras, 26500, Greece. (Tel./Fax: +30 61 996377; e-mail: kantas@upatras.gr).
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- 29. Kleinbeck, Uwe.** Bergische Universität, 20 Gausstraße, 5600 Wuppertal, Norwegen (Tel. +47 202 4392291).
- 30. Konrad, E.** University Ljubljana, Department of Psychology, Askerceva 2, 1000 Ljubljana, Slovenia (Tel: +386-1-241-1162; Fax: +386-1-125-9301; e-mail: edvard.konrad@ff.uni-lj.si).
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