



EUROPEAN ASSOCIATION OF WORK & ORGANIZATIONAL PSYCHOLOGY

Newsletter

Editors: Antonio Caetano & Margarida Garrido

Fall/Winter 2004

EDITORIAL

Dear EAWOP colleagues

EAWOP is looking forwards to the future.

The executive committee has prepared a strategy document intended to guide EAWOP as we go forward over the next few years.

A key goal in the strategy document is raising the visibility of EAWOP in Europe and beyond so that we can influence the future direction of European Work and Organisational Psychology. The document was a draft, which was discussed by the Constituent Council meeting held in Utrecht in October.

The result of that discussion was many useful insights and suggestions concerning our strategy, which will be incorporated into a revised draft and sent to all members for their comments in January. Please take the time to read the document and make some comments.

After January the EC will produce a final version of the strategy to present to the General Assembly meeting in Istanbul in May. The General Assembly will then vote on whether to adopt the strategy or not so your attendance would be welcomed.

In addition two members of the EC, Wilmar Schaufeli and Antonio Caetano will come to the end of their term of office, leaving two vacancies on the EC as well as the existing vacancy due to the resignation of Guy Karnas. Thus nominations are wanted for three replacements. Please see the website for details of our rules concerning nominations and elections to the EC.

Lastly the Istanbul congress is coming nearer, and decisions about abstracts are due on December 15. We very much look forward to seeing you in Istanbul in May, and enjoying your company in lovely surroundings.

Nik Chmiel, President

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EAWOP WEB PAGE

Members' area New services available

Dear EAWOP Member

The EAWOP Webpage members' area has now two services available to all members:

- ✓ An **email account** (yourname@eawop.org) that you may use as a POP3 account and as web mail;
- ✓ A **personal webpage** – you can create your own webpage in a very easy way (you can load files, images and text).

To access these services you only need a password and user name that you will receive very soon.

EAWOP CONGRESS (ISTANBUL 12-15 May 2005)

Dear Colleagues,

It's a great joy to share with you that EAWOP Congress is growing! We received abstracts from colleagues of 36 countries and 5 continents until mid October; quite a few mentioned that they look forward to the congress to share knowledge, to discuss and to collaborate with other colleagues in Istanbul. The abstracts are in a wide range of topics and interesting. We hope you'll find them stimulating and the Congress will be fruitful.

We received four submissions from young psychologists and candidates has interesting studies and models.

We are pleased to announce the pre conference and post conference workshops that will take place Thursday, 12 May 2005 (9:30-12:30 / 13:30-16:30) and Sunday, 15 May 2005, 13:30-19:30 at Grand Cevahir Convention Center, Istanbul.

There will be 5 outstanding pre-congress and two post-congress workshops offered by some of the leading experts in Work and Organizational Psychology.

Below are the details for each workshop. The registration and further information will be provided on the congress webpage (www.eawop2005.org).

We hope that you will be able to participate in some of these excellent workshops. Please don't hesitate to contact me for questions.

Handan Kepir Sinangil
Organization Committee Chair
sinangil@boun.edu.tr
<http://www.eawop2005.org>

Reviewing around 1000 abstracts

Experts all over Europe are now reviewing around one thousand abstracts, which were delivered in time to Istanbul congress programme committee. Roughly speaking, the abstract submissions divided into the following types: 153 posters, 380 individual presentations in thematic session, and the rest (about 400) are either in symposia or in interactive sessions. The rejection rate is not yet known implying that the final number of the accepted abstracts will be lower than one thousand.

The congress is organised under ten topics. In this stage of the process, it seems that Personnel Psychology is the most popular topic. After it come Job Stress and Healthy Organization, Individual/Organization Fit, and Teams and Workgroups. Next topics in order are Leadership and Management, Change Management and Development, Emotions in Workplace, and Organizational Culture, Climate and Values. It seems that several sessions will be organised also in the topics like Emerging Topics in W&O, Research and Methodology, and Cross-Cultural Issues. Least interest aroused the topic Technology and Knowledge, although several sessions will be organised around this topic too. The reviewing process continues till the mid of December, when the acceptance, modification requests, and rejections are sent to the authors. In all, it seems that the congress' content will be very rich and versatile.

Matti Vartiainen
Chairman of the Programme Committee

Pre-Congress Workshops*	Presenter/s
<u>Workshop 1.**</u> Predicting Work Behavior: The Power of Personality	Hellervik Professor Dr. Deniz S. Ones, Univ. of Minnesota, US. Stephan Dilchert, Univ. of Minnesota, US.
<u>Workshop 2.</u> Publishing in International Journals	Prof. Dr. Michael Frese, Univ. of Giessen, Germany and London Business School
<u>Workshop 3.**</u> Successful Mergers & Acquisitions: Best Practices for Organization and Individual Well-Being	Prof. Dr. Juergen Deller, Univ. of Luneburg, Germany. Prof. Dr. Handan Kepir Sinangil, Marmara Univ. Turkey. Nicolai Dyroff, SAP AG, Senior Vice President for Human Resources, Germany,
<u>Workshop 4.</u> Assessment Centers: An Overview of Research and Practice	Assoc. Prof. Dr. Filip Lievens, Ghent Univ. Belgium.
<u>Workshop 5.</u> Understanding and Developing Employee Innovation	Dr. Rebecca Port, City Univ. London, UK. Prof. Dr. Fionna Patterson, City Univ. London, UK.

* Pre-Congress Workshops are only for registered congress participants.

The date is Thursday, 12 May, 2005,

The duration of each workshops is 3 hours, either in the morning (9:30-12:30) or in the afternoon (13:30-16:30)

Some morning workshops can be repeated in the afternoon upon request.

** Workshop 1 and 3 will take place only in the afternoon.

Post-Congress Workshops***	Presenter/s
<u>Workshop 1.</u> Personnel Selection and Staffing: A Guide for Practitioners	Hellervik Professor Dr. Deniz S. Ones, Univ. of Minnesota, US. Stephan Dilchert, Univ. of Minnesota, US.
<u>Workshop 2.</u> Performance Evaluation and Management: A Guide for Practitioners	Prof. Dr. Juergen Deller, Univ. of Luneburg, Germany. Prof. Dr. Handan Kepir Sinangil, Marmara Univ. Turkey.

*** Participation is for all professionals, executives, managers, HR managers and specialists.

The date is Sunday, 15 May, 2005.

The duration of each workshop will be 6 hours (13:30-19:30).

Summary of the EXECUTIVE COUNCIL (EC) Meeting in Istanbul in May 2004

Financial situation. The financial situation was founded generally satisfactory due to revenues gained from the Lisbon Congress. However the income from membership payments has been fallen. Various strategies to increase payments (by constituents and individuals) were discussed. One of the most important means would be to get more individual members to join EAWOP.

Strategies to improve membership. It was discussed the alternatives to create new services to members. One possibility is to promote joint activities between EAWOP and Constituents to validate master courses and specialist training for W/O psychologists. The Euro Diploma (EFPA-EDP) would be a useful platform for these activities. It was decided that constituents would be asked to draw up a preliminary list of training activities for W/O psychologists to be presented on the EAWOP website. The idea will be elaborated in next Constituent Council meeting. Further it was discussed whether the payments structure for constituents should be revised. EC will during the Constituent Council meeting propose that low budget countries should be charged lower membership fees. It was stressed that contacts should be made with constituents in the countries that have recently joined the EU.

EAWOP Istanbul Congress. EC made an on-site checking on the congress plans, arrangements and venue. The premises and the facilities were considered adequate for holding the Congress. Handan Kepir Sinangil reported on the current state of the Istanbul Congress arrangements, and the marketing activities be carried out so far. On the basis of these EC stated the following: - The marketing of congress is delayed too much despite the schedule established at the meeting in Paris in March. Although numerous addresses had been sent to the organizers some time ago, members had still not received information about the Congress. There is also delays in developing the website. There is lack of systematic reporting on the monthly basis of the progress of activities and on the overall work plan.

Handan Kepir Sinangil promised to seize upon these shortages. The final version of the contract between the congress organizers and EAWOP-EC were prepared. The contract would be signed by Nik Chmiel (on behalf of EAWOP) and Aysin Turpoglu Celik (on behalf of the President of Turkish Psychological Association, TDP, Istanbul Branch). Further it was decided that in Istanbul EAWOP will not grant the awards/prizes neither for the best paper nor the colleague who had done most to promote W/O psychology in Europe. Instead of those the young psychologists award will be granted.

EAWOP administrative secretary. The offer from EFPA to use their administrative services in Brussels was considered at the present financial situation too expensive. It was agreed to maintain the present structure of the secretariat, also in acknowledgement of the valuable work performed in recent years by Christine Coffinet, which had guaranteed continuity and reliability.

Collaboration with EFPA. There has been discussion of the need to renew the agreement on collaboration with EFPA. It was decided that there is no need for formal agreement because the co-operation has run smoothly also informally. It was decided on the budget of the EFPA-EAWOP Joint Task Force on Test User Qualification. For the year 2004 EAWOP would grant 1000 EUR for meeting expenses. Correspondingly EFPA would fund TF with 1000 EUR/year.

Constituent Council (CC). The Constituent Council Meeting of EAWOP was decided to be organised on Saturday, the 8th of October 2004 in Utrecht, the Netherlands. Further it was decided that before the meeting Constituents will be consulted on basis of the Strategy paper EC had prepared.

Summary of the EXECUTIVE COUNCIL (EC) Meeting in Utrecht in October 2004

Membership issues. EAWOP has tried to build contacts with the French W/O-psychologists. EC's Franco Fraccaroli reported his recent connections during the AIPTLF Congress in Bologna. Further it was reviewed the situation of the Constituents with whom EAWOP has lost contact. There is also Constituents who has not paid membership fee for many years. EC tries to work out how these relationships could be renewed. At the same time the EC expressed its satisfaction that so far 348 individual members had paid subscriptions in 2004.

Collaboration with EFPA. A plan to arrange a joint EAWOP-EFPA symposia both during the EAWOP Istanbul and during the EFPA Granada congresses on the results of the work of the EFPA-EAWOP Joint Task Force on Test User Qualification was accepted. Further there was a request from EFPA's TF on Legal Matters that EAWOP would consult them preparing a questionnaire surveying how the different fields of psychology are regulated in European countries. EAWOP supports EFPA TF's work and made the necessary comments on the questions concerning the WOP field. EAWOP will get the report of the results from EFPA..

New payment policy. The proposal of a two-year membership fee (individual members) connected with the Congress fee was discussed and approved in principle. EC will elaborate the proposal for the next General Assembly meeting.

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EAWOP Istanbul Congress. It was reported that more than 900 abstracts were received so far. There has happened a sudden change concerning the contract on the congress. Turkish Psychological Association, TDP has refused to sign the contract negotiated in Istanbul in May. Handan Kepir Sinangil proposes that the contract will be signed by the other congress organisers involved. EC expressed its disappointment for the state of affairs. It was decided that Nik Chmiel will negotiate a new contract and arrangements needed in this situation.

The future Congresses. EAWOP has received a bid from the Swedish Psychological Association to organise the 2007 Congress. Stockholm's candidature for 2007 was discussed, as well as the dates proposed and relations between the organisers and the EAWOP.

Next General Assembly meeting in Istanbul. Three places on the Executive Committee of EAWOP would become vacant by the next General Assembly. It was proposed that the biographies of the candidate members should be previously presented on the web-site. Members and constituents will be informed to put up candidates.

Web-pages. The EC expressed its satisfaction with the progress made and the quality of the EAWOP web-site. Antonio Caetano presented suggestions for the future management of the web-site.

The Constituent Council (CC) meeting outcomes. On the basis of results achieved in CC meeting EC will prepare a revised version of the strategy paper and suggestions for the changes in statutes and rules. Constituents will be consulted again in the beginning of next year.

MINUTES OF THE CONSTITUENT COUNCIL

Summary of the EAWOP CONSTITUENT COUNCIL meeting in Utrecht in October 2004

The representatives of the constituents that participated in the meeting: Angela Carter (BPS/UK), José-Maria Peiró (COP/Spain), Ute Schmidt-Brasse (ABO/Germany), Miloslav Solc (CAWOP/Czech Republic), Kai Koivumaki (WOP-Forum/Finland), Marco Depolo (SIPLO/Italy), Daan van Knippenberg (WAOP/The Netherlands), Marjan Gorgievski-Duijvesteijn (NIP/The Netherlands), Ana Passos (APP/Portugal) and Markus Sverke (SP/Sweden). Also all the members of Executive Committee participated: Nik Chmiel, Antonio Caetano, Franco Fraccaroli, Henry Honkanen, Lourdes Munduate and Wilmar Schaufeli.

The agenda of the Constituent Council meeting consists of processing the EAWOP strategy on the basis of the paper Executive Committee has prepared (you can find the strategy document on the EAWOP website). Further the intention was to localise the points in EAWOP statutes and rules that need reformulation. There were a lively discussion on the basis of strategy paper, that took the whole meeting day. The review of statutes and rules was left to be accomplished during the next spring before the Istanbul congress. During the discussion following viewpoints on the strategy paper were presented:

- **How to create EAWOP strategy.** It was proposed that 2005-2007 should be the reference period for the strategic paper. It was proposed that the document should include a section on the strengths and weaknesses of the EAWOP. Further it was discussed the possibility to identify the Constituents' strategies and integrate or co-ordinate them with the EAWOP's one.
- **Considering the priorities and values.** I was considered the various priorities for EAWOP: clearly define the identity of members as psychologists; increase membership, especially in countries minor representation (e.g. France); encourage the development of students and young people; think over the EDP as a priority commitment. Further it was noted that the Strategy Paper did not make the EAWOP's guiding values explicit. These were essential for defining action vis-à-vis developing countries, for example.
- **Defining the field of W/O-Psychology.** It was discussed that there is a need to redefine the different (academic and professional) fields W/O Psychology is operating at the moment.
- **Practitioners.** It was emphasised the importance of the viewpoint of the practitioners. At present the main activities of EAWOP (e.g. the biannual congress) were structured for, and mainly addressed to, the academic world, not practitioners. It was mentioned that the past EAWOP TF on promoting practitioners already stressed the need to differentiate EAWOP's services according to their users: academics, students, practitioners. It was noted that the document did not state criteria or measures for evaluation of the success of the strategies proposed.
- **New activities and services.** I was proposed that EAWOP should endeavour to develop research networks in Europe, summer schools for students and encourage organising thematic meetings as well the annual conferences in smaller scales.

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- **Increasing membership.** It was noted that more emphasis shall be put on the shoulders of the Constituents in order to increase membership. Constituents has the best measures to put membership recruiting into practice.
- **Euro Diploma.** It was stressed the future importance of the EDP (Euro Diploma in Psychology) for defining European training and professional standards. This should be one of the main priorities of the Strategy. Here EAWOP's duty is to define the profile of the W/O psychologist in Europe.
- **Collaboration with other organisations.** It was discussed that there is a need the search for new sponsorship possibilities. Further it as stressed that EAWOP shall form closer links with other associations (e.g. EPFA, IAAP).

It was agreed that the Strategy Paper requires a number of changes before it is submitted to the General Assembly meeting in May. In particular a the reference time period (2005-2007) must be changed. More analysis of the situation of W/O Psychology in Europe are needed. The guiding values must be made more explicit. The strategy paper shall include the analysis of strengths and weaknesses of the EAWOP.

Further it was suggested that the strategy paper should also include these general themes: identity, visibility, value added issues, services, networks, the role of constituents and procedures to implement the strategic planning. On the basis of feedback given from the strategy paper there rose up important themes that was discussed more deeply.

- **Identity.** Discussion centred on definition of the W/O psychologist and the criteria. It was agreed the importance of keeping us as psychologists, holding on the high qualifications and the important potential role in this regard of the EDP. It was decided that EAWOP must endeavour to define the key competences of a W/O psychologist. It was further discussed whether EAWOP is open also to non-psychologists working in the area of W/O psychology and what could EAWOP's role be in that respect.
- **Visibility and services.** EAWOP's visibility could be improved if there is more activities also during the intermediate period between the EAWOP big congresses. There could be minor regional or thematic conferences organised in cooperation with EAWOP and some national Constituent, summer schools or conferences for students etc.

- **The membership fee.** There was general agreement on the proposal to make the individual membership fee biennial and connect it to the congress fee. However the possibility to pay only the membership fee shall also be maintained (for those who do not participate the congress). It was further discussed the importance to keep distinction between the associate and the affiliate members clear.
- **The active role of the constituents.** There was a lively discussion on the relationship between EAWOP and constituents, and in particular how to encourage the exchange of information and services. One option for that could be to provide summaries in English of the basic information of the Constituents and their activities to be presented on the website. Further it could be important to deliver information of common interest on national legislation. Constituents could encourage and allow other constituents' members attendance at their national congress.
- **Constituent as a godparent.** It was further proposed that the old or present EAWOP Constituents could take a godparent towards the potential new constituent candidates, especially among the new EU member countries. However it was stressed that the EC must continue to perform a role of stimulus, contact and negotiation.
- **Task Forces and the constituents.** EAWOP would like to encourage the creation of task forces by Constituents themselves. It was proposed that if at least three Constituents will commit to actively participate and contribute the Task Force work, EAWOP's Executive Committee could support and promote it officially and in certain limits also financially.
- **Candidatures for the next congresses.** During the CC meeting Stockholm's candidature for the 2007 Congress was presented. Further the German and Spanish representatives expressed their interest to the candidates for the 2009 Congress.

EAWOP Executive Council will prepare on the basis of the work done during CC meeting a new version of the strategy paper and will send it for the commentaries before the Istanbul Congress.

Block „Europe“ on the 2004 WP-Congress on Work and Organisational Psychology

May was long ago – but it still had its after-effects months later. Papers were sent around, photos exchanged, new contacts fostered, appointments made: Obviously the English speaking European Practitioner Conference in the frame of the German Practitioners' Congress on Work and Organisational Psychology had met the expectations of its participants. There were numerous colleagues attending from Finland to Switzerland and Belgium and from Czech Republic and Poland to U.K. and of course those German congress visitors who were curious enough to meet their colleagues from abroad. To quote only two votes out of many: "We have really enjoyed the exchange – the Social Night included – and we have made some highly useful contacts", „I just wanted to congratulate you and the ABO team on organising such a successful conference last week. Us 'Brits' had such an enjoyable time in Bergedorf, and learned a lot through the exchanges with our German and European colleagues."

We are aware of some critical points – especially relating to this year's hampered local integration into the Congress - and will further improve the format. On the whole the echo attested a harmonic and very satisfying Conference encouraging us to invite our European colleagues again in 2006 in order to enhance networking and exchanging issues of down-to-earth relevance in European WOP practice.

New Section „Wirtschaftspsychologie“ (WP) in the Professional Association of German Psychologists (BDP)

The merger of Section ABO (Work and Organisational Psychology) and Section M+K (Market and Communication Psychology) has been approved unanimously by the common General Assembly of both bodies held during the Hamburg Congress in May 2004. It has as well been finalised by the conference of BDP delegates. Thus the foundation of the successor Section „Wirtschaftspsychologie“ (WP) in the Professional Association of German Psychologists (BDP) is accomplished.

You find the new website under

www.wirtschaftspsychologie-bdp.de

sorry, some pages are still under construction.

In the common General Assembly members elected a new Board:

Chairman: Mario Schmitz-Buhl (chair, congresses and conferences, Testkuratorium, journal, further education); other Board members: Thomas Binder (internet and expert data base), Heiko W. Bolz (thematic experience exchange groups, media), Arne Germann (finances, Europe/EAWOP, bi-national experience exchange groups), Madeleine Leitner (media, Public Relations), Prof. Dr. Gerhard Raab (Vice Chair, contact Federative Planning Commission).

In their constitutive meeting of June 28, 2004, the Board members have co-opted Prof. Dr. Lutz Packebusch as expert for Work and Health issues. All members of the Board will care for contact with WP members.

The Board re-appointed as mandatory for fairs and exhibitions Hagen Seibt and for EAWOP relations Ute Schmidt-Brasse.

A call for taking part on the work of EFPA-EAWOP Joint Task Force On Test User Qualifications

NEED BADLY STANDARDS FOR PERSONNEL ASSESSMENT?

EAWOP and EFPA established a joint Task Force (TF) in Autumn 2003, whose mission is to define the minimum European qualifications for test users in the field of occupational psychology.

EAWOP's and EFPA's role are to define the standards of competence, to facilitate the recognition of qualifications that meet those standards, to assist countries in developing such qualifications and to audit proposed qualifications to see if they are in line with the EAWOP-EFPA standard.

To begin with the TF took as a model the standards used by the British Psychological Society BPS. These were reviewed carefully, updated and revised so that the standards are not dependant on any national model. These updated standards have been tied together with the ITC Test Use Guidelines structure, and the occupational standards approach to defining competence in terms of performance requirements, evidence requirements and learning specification.

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

The work of TF is now in the phase that the basic structure and content of the future standards will take a concrete shape. During the next Spring (2005) the standards will be completed. Now it is vital to get all interested work and organisational psychologists working the field of personnel assessment to be involved and committed to this work finishing the standards.

Could you foresee that these kind of standards could be useful in your country in the future? If you could, you should involve yourself or get somebody else to be involved in this business.

Learn more of the subject from the EAWOP newsletter 1/2004. Please contact us, either Henry Honkanen (henry.honkanen@kolumbus.fi) or Dave Bartram (dave.bartram@shlgroup.com).

FORTHCOMING EVENTS

Call for Papers for a Special Section of *Journal of Occupational and Organizational Psychology*

Beyond Positivism and Statistics: Neglected Approaches to Understanding the Experience of Work

The *Journal of Occupational and Organizational Psychology (JOOP)* is pleased to announce a special section addressing the issue of neglected approaches to understanding the experience of work. This special section will be guest edited by Gillian Symon (Birkbeck College) and Catherine Cassell (University of Sheffield). It is anticipated that the special section will appear in the September 2006 issue of *JOOP*.

Papers for the special section could be in any of the recognised topic areas of occupational and organizational psychology (e.g. selection and assessment, performance appraisal, career development, organization development, motivation etc) but must be *empirical* papers that adopt an alternative epistemological position (such as interpretivism, critical theory, or postmodernism for example).

Where occupational psychology might normally ask questions such as 'to what extent?' or 'how does it differ?' in search of norms, these papers might ask other interesting questions such as 'how was it experienced?', 'what accounts were given?', 'how was the process justified?' or 'whose voice was heard?' A range of methods and analytic techniques (e.g. interviews, ethnography, observation, case study, narrative analysis, discourse analysis) are welcome.

The papers must demonstrate how the epistemological perspective taken can contribute significant insights into the topic addressed.

Manuscripts must be received by 30 April 2005. Authors should prepare and submit manuscripts in the usual way (see http://www.bps.org.uk/publications/jOP_1.cfm) and in accordance with regular *JOOP* guidelines. When submitting your paper, please indicate on the front page that it is for the special section on neglected approaches.

All submissions will be blind reviewed, using the normal *JOOP* review process but drawing on a set of evaluation criteria specific to the requirements of alternative approaches - criteria such as reflexivity, credibility, authenticity, liberation and insight.

Informal enquiries are welcome and should be directed to g.symon@bbk.ac.uk or c.cassell@sheffield.ac.uk

Call For Papers

Journal of Cognitive Engineering & Decision Making Published by the Human Factors & Ergonomics Society

This new journal is focused around research that seeks to understand how people engage in cognitive work in real world settings and the development of systems that support that work. The journal features research on human cognition and the application of this knowledge to the design and development of system interfaces, automation, aids and other support systems, training programs, personnel selection devices, and coordination environments for people who work in teams or groups.

Submissions can include case studies, advances in theory, developments in research methods, meta-cognitive modeling and empirical and experimental work capturing critical information on human cognition and on the impact of system design characteristics on the cognition and performance of individuals and teams. The journal includes studies in many domains, including: aviation, air traffic control, process control, transportation, manufacturing systems, maintenance and diagnostic systems, system design, medical and emergency services, tele-operations and supervisory control, command and control, and military systems.

The journal features three main tracks:

- **Cognition in Context** - including naturalistic and ecological studies of domain-embedded knowledge and reasoning, cognitive task analyses, cognitive work analyses, cognitive field research or knowledge elicitation.
- **Studies in Simulations and Synthetic Environments** - emphasizing cognitively rich environments, and a reliance on domain experts working as individuals or in teams.
- **Design of Complex and Joint Cognitive Systems** - including training and support systems for individuals, teams, and complex, socio-technical systems. Studies might involve evaluations of systems or envisioning exercises, and empirical analyses capturing critical information on the impact of system designs on cognition and collaboration. The new journal will be available in early 2005.

Individual subscriptions are \$50 for HFES members and \$110 for non-members. Institutional subscriptions are \$380. Contact HFES to order your subscription. Manuscripts should be submitted electronically, in APA format, to: cedm.journal@satechnologies.com

Editor-in-Chief:

- Mica Endsley, SA Technologies

Advisory Board:

- Rhona Flin, University of Aberdeen
- Gary Klein, Klein Associates
- Kim Vicente, University of Toronto

**Seville, 12-15 June 2005
18th IACM Annual Conference 2005**

The **International Association for Conflict Management** (IACM) would like to invite you to attend it's 18th Annual Conference, to be held from June 12-June 15, in beautiful Seville in the south of Spain.

The program will contain presentations, symposia and workshops on research, theory, and practice in: Negotiation, decision processes, communication, conflict in the public sector, culture and conflict, social justice, third party intervention, environmental and public resource conflict, international and intergroup conflict, and organizational conflict.

For more information about IACM, past conferences, and the **call for submissions** for the conference, please visit <http://iacm-conflict.org/>. We hope you will join us in Seville!

The organizing committee: Terry Boles (president), Lourdes Munduate, Francisco Medina, Miguel Dorado (local arrangements chairs), Bianca Beersma (program chair)

**Call for papers
Journal of Career Development International**

Workaholism in organizations: New research directions

Due Date: August 31, 2005

Career Development International will be publishing a Special Issue in 2006 titled "Workaholism in organizations: New research directions". It will be co-edited by Raphael Snir (The Academic College of Tel Aviv-Yaffo), Itzhak Harpaz (University of Haifa), and Ronald Burke (York University).

Although the term workaholism has been widely mentioned in the popular media, our scientific understanding of it is still quite limited. This collection attempts to bridge that gap. Current research on workaholism has focused on three main areas: Personal Implications; Context; Future Trends

Manuscripts should broadly fit the theme of this special issue.

Manuscripts should be about 25-30 pages in length and in the format set out in the journal's Author Guidelines at: <http://www.emeraldinsight.com/journals/cdi/notes.htm>.

Manuscripts should be sent via e-mail to Rafi Snir at: r.snir@iname.com. The deadline for receipt of submissions is August 31, 2005.

Manuscripts will be selected based on their quality and contribution to our understanding of workaholism in organizations and its consequences.

Raphael Snir Co-Editor The Academic College of Tel Aviv-Yaffo	Itzhak Harpaz Co-Editor University of Haifa	Ronald Burke Co-Editor York University
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**Coaching Congress 05:
Coaching and Supervision – Psychological Competence
in Companies.**

This German speaking congress will take place 10 and 11 June, 2005, in Wiesbaden, Ramada Hotel Micador, Zum Grauen Stein 1, D 6527 Wiesbaden-Niedernhausen (not far from Frankfurt Airport). After 2003 it is the second congress on coaching organised by Section Wirtschaftspsychologie the last one being highly appreciated by its 280 participants from Germany, Austria, and Switzerland. They then shared their knowledge and experience attending 47 contributions and workshops as well as five round-Table discussions and additional plenaries.

You will find the programme of the new congress in the Internet about mid to end of November 2004. If you want more information (sorry, only in German), please go to

www.wirtschaftspsychologie-bdp.de/aktuell/ck05einladung.html

and click [Zur Anmeldung](#)

or contact the Congress office: Gabriele Jaschinski, Tel. +49 -2332-964435, Fax +49 -2332-964436, info@wirtschaftspsychologie-bdp.de.

**Call for papers
JOURNAL OF ORGANIZATIONAL BEHAVIOR**

The Contexts of Positive Organizational Behavior

Special Issue Guest Editors: Guest Editors: Arnold B. Bakker and Wilmar B. Schaufeli, Utrecht University, The Netherlands

Submission due date: September 1, 2005

The *Journal of Organizational Behavior* (JOB) announces a special issue focusing upon positive organizational behavior with the aim to advance Organizational Behavior theory and research.

<http://www.job-journal.org/authors/calls/positiveOB.htm>

PUBLICATIONS BY MEMBERS – 2003/2004

MEMBERS PUBLICATION REFERENCES IN 2003/2004

Like we did before we are calling for our members publications 2003/2004

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

Please send us your information as soon as possible to margarida.garrido@iscte.pt, according to the following format: Last name, First name, Year, Title, Journal/ Publisher. As soon as we have the publications list, this information will be available on the EAWOP site: www.eawop.org.

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