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Division 1.

Work and Organizational Psychology

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Division 1 (Work and Organizational Psychology)
of the International Association of Applied Psychology (IAAP)
(web-page: www.iaapsy.org/division1)

EDITORIAL

Dear members of IAAP Division 1,

I am pleased to present you the 2015 second issue of *Division 1: Work and Organizational Psychology* electronic Newsletter. It provides information about Division 1 activities in the period from March to September 2015.

The Newsletter has a traditional Presidential Column and report about the meetings of CoCo, Division 1.

In this issue you will find the information about activity of the Alliance for Organizational Psychology (AOP) established by Division 1 of IAAP, EAWOP and SIOP.

Special attention is paid to IAAP Division 1 Activities.

Many thanks go to the colleagues who kindly submitted their contributions to this issue. We hope that this cooperation will continue in the future.

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1. Presidential Column



As you will see when you read our Newsletter, the Division 1 executive committee has been highly productive in the past year. In addition, I have been chairing the IAAP task force to develop a strategic plan for the entire association. I will share the results with you in the next newsletter.

This past July the European Congress of Psychology met in Milan. I gave the opening invited address on the effect of priming goals in the subconscious on job performance and customer satisfaction. While at the Congress, I met with the President of IAAP, Janel Gauthier, and members of the taskforce on strategy to “polish” the document.

The Alliance for Organizational Psychology has asked for funding from the European Association for Work and Organizational Psychology, the Society for Industrial-Organizational Psychology, and us, Division 1 of IAAP (\$2,250 US) for a 1 year membership fee in the Alliance. This amount was approved by the Division 1 executive committee consisting of Barbara Kozusznik, President Elect, Jose Maria Peiro, Past President, and Frederik Anseel, Secretary-Treasurer.

The justification is given below in the memo received from the Alliance:

Alliance for Organizational Psychology (AOP) Mission, Goals, and Funding Scenarios and Funding Request to Division 1, IAAP

Donald Truxillo (AOP Financial Officer)
Jeffrey McHenry (AOP Delegate)

AOP Mission

By pooling the expertise of its member organizations (currently SIOP, EAWOP, and Division 1, IAAP) to address global workplace issues, AOP can influence research and policy to benefit societies, organizations, and workers and to raise the visibility of I/O/W psychology. Specifically, AOP's mission includes the following components:

- Facilitating international collaboration and information-sharing within the field of I/O/W psychology.
- Nurturing international research and practice collaborations to address critical, international workplace issues.
- Summarizing and disseminating research findings and best practices on workplace issues of global interest (e.g., employee engagement, teamwork, work-life balance, aging workforce.)
- Influencing public policy internationally (e.g., through the United Nations) regarding workplace practices to support organizational productivity and worker well-being.

Value-Added

Each AOP member organization typically works within its own geographical "silo." By coordinating the efforts among I/O/W psychology professional societies, AOP will support and promote the visibility and impact of I/O/W psychology internationally; it will do so by 1) facilitating the sharing of knowledge among researchers and practitioners from different countries on internationally high-profile issues (e.g., Aging Workforce) and 2) disseminating findings and best practices that can guide policy and practice both regionally and globally.

AOP Goals

Given that AOP is only beginning to undertake its mission, we define both short-term goals (next 1-2 years) and long-term goals (3 years and beyond). Short-term goals are those that are achievable within a 1-2 year period and that have the greatest likelihood of quickly making noteworthy progress on AOP's mission.

Short-term goals (1-2 years)

1. Produce materials (white papers, brochures, etc.) that can be used by member organization to help inform and influence national and multinational policymaking groups (e.g., government ministries, NGOs involved in workplace issues) or groups that have a large impact on workplace practices (e.g., national or regional HR organizations such as SHRM). Specifically:
 - a. In addition to showcasing whitepapers produced by its member organizations, AOP will appoint a white paper committee and commission and produce two white papers (or practice guidelines or executive briefing) per year on internationally relevant topics (e.g., aging workforce, use of "big data" in organizational decision making).
 - b. To maximize white paper impact, AOP will also commission a professionally developed white paper template and subscribe to a graphics/picture service (e.g., Shutterstock). Smaller brochures will be developed based on these white papers.
2. Facilitate discussion and communication within I/O/W psychology. Specifically:
 - a. Continue to populate an AOP program block at member organization conferences (SIOP, EAWOP, Division 1, IAAP) by the AOP Programming Committee.
 - b. Support two annual Small Group Meetings (SGMs; 1 research, 1 practice) on internationally relevant topics starting in Year 2.
 - i. Year 1 will involve the appointment of an SGM committee (members from around the world), and development of an RFP for these SGMs by an SGM

committee as well as criteria for selection. It will also involve the publication of the RFP and selection of the top 2 proposals by the SGM committee.

- ii. The two SGMs (costing approximately 4,000 euros each) will be held in Year 2.
- iii. Note that SGM attendees will be required to produce 1 white paper, best practice guideline, or executive briefing.

The goal is for these SGMs to result in self-sustaining, international research groups focused on sharing knowledge to solve issues that are particularly critical to societies, organizations, and workers around the world, similar to recently formed international groups that are examining Personnel Selection and Workforce.

- c. Web site layout and functionality will be further developed, and the web site will be further populated with content that 1) describes AOP mission and goals in more detail and 2) makes AOP publications and papers from AOP meetings readily available to AOP member organizations.

3. Pursue the admission of other national I/O/W psychology organizations (e.g., South Africa, China), particularly those countries that may not be included in organizational psychology.

Long-term goals (3-5 years)

AOP will continue to pursue the above goals (e.g., publishing white papers, sponsoring SGMs.) In addition, AOP will:

1. Establish relationships with multinational NGOs (e.g., the International Labour Organization, SHRM Global, Chartered Institute for Personnel and Development (CIPD), and International Organization for Standardization (ISO)).
2. Coordinate opportunities for psychologists from member organizations to inform and influence individuals in these NGOs regarding workplace topics and issues.

Financial Support

For the foreseeable future, AOP will be lean and small, which means it will have to be selective about both the issues it is focused on and the organizations it is working to influence. We thus propose the following dues scenarios based on the organizational membership of each organization.

Annual Dues Scenarios

Organization	Membership	Scenario 1 \$1.00 per Member	Scenario 2 \$1.50 per Member	Scenario 3 \$2.00 per Member
EAWOP	1,500	\$1,500	\$2,250	\$3,000
Division 1, IAAP	1,500	\$1,500	\$2,250	\$3,000
SIOP	8,000	\$8,000	\$12,000	\$16,000
Total		\$11,000	\$16,500	\$22,000

*Note: These scenarios do not include the funds from the addition of new members.

Year 1 Initiatives and Required Funding

Amount	Description
\$10,000	Two internationally focused Small Group Meetings (\$5,000 each; 1 research, 1 practice)
\$2,500	White paper graphics: \$500 (e.g., Shutterstock.com membership); professional development of initial white paper template (\$2,000). Two white papers/year.
\$5,000	Web site work (if needed beyond volunteers). Note that the SIOP office may be able to take on more web site support after Year 1.
\$2,500	Miscellaneous travel (e.g., for officers to meet)

Total: \$20,000

SIOP's Requested contribution (at \$2 per member): \$16,000

NOTE: Additional funding for the Alliance would be approved by SIOP, EAWOP, and Div.1, IAAP on an annual basis.

2. Information from the Executive Committee of IAAP Division 1

Two meetings of CoCo, Division 1 were organized: in Toronto (October 2014), and in Philadelphia (SIOP, April 2015). Gary Latham, President, and Barbara Kozusznik President – Elect. They discussed current issues facing Division 1: marketing strategy and global promotion of W-O psychologists, development of the Division 1 website, development and update about exciting events and ideas. During EAWOP Congress in Oslo (May, 2015) Liudmyla Karamushka (Division 1 Secretary and Barbara Kozusznik) discussed the Newsletter of Division 1 and its philosophy.



**Gary Latham and Barbara Kozusznik
in Philidelphia during SIOP 2015**



**Liudmyla Karamushka and Barbara
Kozusznik in Oslo during EAWOP 2015**

3. Information about activity of the Alliance for Organizational Psychology (AOP) established by Division 1 of IAAP, EAWOP and SIOP

3.1. LOCAL GROUPS SUPPORT

Division 1 representatives participated in a series of roundtables to discuss the importance of Local Groups (Philadelphia, SIOP, April, 2015). The purpose was to identify local “grassroot” communities of W-O psychologists outside the US for the purpose of networking, professional development, and support. Division 1 members refer to themselves as Work and Organizational Psychologists. The Society of Industrial-Organizational Psychology (SIOP) refer to themselves as Industrial-Organizational Psychologists. Division 1 and SIOP have formed, together with the European of Work and Organizational Psychology (EAWOP), have formed the Alliance for Organizational Psychology (AOP). The purpose of AOP is to focus on world-wide societal concerns. In the US, groups such as METRO (NYC), HAIOP (Houston) and MPPAW (St. Paul) have assisted graduate students, faculty, consultants and practitioners alike. In preparation for SIOP, 2014, Alison Eyring, Bill Farmer, Ros Searle, Ion Hakel and Barbara Kozusznik conducted a survey to identify local communities of work and organizational psychologists outside the US. When asked about key benefits to community members, more than half of the psychologists cited networking, sharing opportunities, and professional development. A smaller number identified bridging science and practice as a benefit. Division 1 will support local group activities by sharing information on its website.



Jose M. Peiro and Jose Cortina attending Local Group session at SIOP 2015



Alison Eyring and Milton Hakel at Local Group session at SIOP 2015 in Philadelphia

3.2. MANIFESTO OF WORK AND ORGANIZATIONAL PSYCHOLOGY

Division 1 members have formulated a *Manifesto* of Work and Organizational Psychologists for the purpose of increasing our visibility in society. The *Manifesto* was developed in cooperation with SIOP, EAWOP, and AOP. The following events have taken place:

- Three surveys have been administered to Division 1 members(2005-2012)
- Roundtable: Nurturing Communities of I-O Psychologists Outside the US
- Session: Increasing the voice of W-O Psychologists on the “Important Problems of the Global World” (ICAP, 2014, Paris) organized by Sharon Glazer and Barbara Kozusznik
- Roundtable Local Groups outside the US – Philadelphia (SIOP, 2015) organized by Alison Eyring
- Session: The Manifesto of WOP Psychology Oslo, EAWOP May 2015

The purpose of the aforementioned events were four-fold:

- Broaden the involvement of W-O psychologists in global issues
- Identify strategies to improve the visibility and voice of W-O psychologists
- Identify problems of the global world, and
- Identify the appropriate language of stakeholders including the media.

Division 1 proposes taking an active role in strengthening both our global and local role in society.



Sharon Glazer (University of Baltimore) and Barbara Kozusznik (University of Silesia) the chairs of *Manifesto* session.

3.3. PARTICIPATION OF DIVISION 1 DELEGATES IN THE ALLIANCE FOR ORGANIZATIONAL PSYCHOLOGY (AOP) MEETINGS

President of Division 1, Gary Latham, President-elect Barbara Kozusznik and Treasurer, Frederik Anseel took part in two meetings of AOP, one in Philadelphia during SIOP, in April 2015 and the second in Oslo during EAWOP in May. AOP wants to play a useful role in enhancing the international efforts to support W-O visibility and relevance around the world. Canada, Japan and South Africa W-O psychologists will soon be invited to join AOP. Linkages will be made with the Global Humanitarian Psychology group. We discussed the need for a professional PR firm to promote and disseminate W-O information. It was agreed that many universities have press groups that can, in the short term, support press releases. Webinars might also be appropriate.



Gudela Grote, Barbara Kozusznik and Franco Fraccaroli – Alliance for Organizational Psychology meeting SIOP 2015 Philadelphia



Gudela Grote, Milton Hakel, Gary Latham, Walter AOP meeting in Philadelphia, SIOP 2015



Franco Fraccaroli, Lynda Zugec, Barbara Kozusznik – AOP meeting, SIOP 2015

*Information presented in section 3.1-3.3
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4. Reports from IAAP Division 1 Activities

4.1. WOMEN AT THE TOP

14 May, 2015 held by the Centre for Trust, Peace and Social Relations at the Coventry University UK, the event “*What happens when women have more power and influence?*” was organized. The panel was held with from business and government participants. Past-president of Division 1, IAAP prof. Virginia Schein was the keynote speaker. She spearheaded attention on sex role stereotypes. She examined evidence on the impact of women in top leadership positions in the private and public sectors. Following her keynote, three panels, organized by prof Rosalind Searle from Coventry University, discussed the impact and challenges facing women in business and government sectors. The session ended with a discussion on how to best develop and retain top female talent.



Ros Searle (Left); Virginia Schein (Centre) and Ann-Marie Nienaber (Right).

Ros Searle, Virginia Schein during the conference

“What happens when women have more power and influence? at the Coventry University.

4.2. JOINT PHD IN WORK AND ORGANIZATIONAL PSYCHOLOGY

Division 1, IAAP, is supporting the initiative of four universities: The University of Silesia in Katowice, Poland, University of Latvia, Vilnius Mykols Romeris Univeristy, and Tallinn University of Technology (hereinafter referred to as the “Partner Universities”). The three universities declared their willingness to develop a joint PhD programme in Work and Organizational Psychology. These universities have already been successful in developing a Master’ programme that is in accordance with EuroPsy academic standards. The Joint Work and Organizational Psychology Master’ Programme was developed as an initiative of the European Association of Work and Organizational Psychology (EAWOP) and EAWOP Baltic Area Alliance (BAA) a project in the Baltic states (Estonia, Latvia, Lithuania, Poland) universities.

4.3. PAST-PRESIDENT OF IAAP JOSE M. PEIRO AND PRESIDENT-ELECT OF DIVISION 1, IAAP BARBARA KOZUSZNIK VISITING UNIVERSITY OF BALTIMORE

On April 20-21 the University of Baltimore College of Arts and Science and Division of Applied Behavioral Science hosted prof. Jose Maria Peiro from University of Valencia (Spain), past-president of IAAP and of Division 1, and prof. Barbara Kozusznik from University of Silesia (Poland), president-elect of Division 1. Prof. Jose Maria Peiro gave a talk on “Multifaceted Model to Analyze and Manage Change in Organization” and prof. Barbara Kozusznik had a talk on “Work and Organizational Psychology in Poland. Struggling for Identity”. The lectures were organized by the MS in Applied Psychology program and the University of Baltimore Psi Chi National Honors Society Chapter. On April 21 both professors met the Dean of the College of Arts and Science Laura Bryan and Division of Applied Behavioral Science Chair – Sharon Glazer.



Prof. Jose M. Peiro, Sharon Glazer, Laura Bryant and Barbara Kozusznik in Baltimore University (from the right)

4.4.NEIRE II PROJECT: EXPECTATIONS OF EMPLOYERS ON EMPLOYEE ROLES, ATTITUDES AND COMPETENCIES TO ACT AS PARTNERS IN SOCIAL INNOVATION

Division 1 members (Lourdes Munduate IAAP Treasurer, Barbara Kozusznik Division 1 president elect) participated in the “New European Industrial Relations (NEIRE II): Expectations of Employers on Employee Roles, Attitudes and Competencies to Act as Partners in Social Innovation” (European Commission’ research project, Martin Euwema and Lourdes Munduate, co-leaders). EC focuses on cooperative relations between employers and employees. Immediate aims of the project are: To *analyze* European employer’s experiences and expectations on the role of employee representatives at the organizational level, attitudes and competencies of employee representatives to *improve motivation* of European employers to invest in innovative structures through data-driven dialogue. The results of the project is that management should “*Inform well in advance*” so that unions can look for ways to work with managements’ decision, introduce experiments with dual career for ER, introduce new forms of composition of Workers’ Councils, actively participate in training/education, actively engage in teambuilding for Worker’s Councils and between board and Workers’ Councils. A panel discussion was held on “Who do we want at the table? Innovative Social Dialogue”. The discussion included the Minister of Labor, Monica De Coninck, Belgium.

***Information presented in section 4.1-4.4
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4.5. II UKRAINIAN CONGRESS OF ORGANIZATIONAL AND ECONOMIC PSYCHOLOGY (MAY 28-30, 2015, KAMENETS-PODILSK, KHMELNITSKY REGION, UKRAINE)

28-30 May, 2015, Kamyanets-Podilsky, Ukraine



On 28-30 May, 2015 Kamyanets-Podilsky National University named after Ivan Ohienko held the Second Congress of Organizational and Economic Psychology ‘Current issues of organizational and economic psychology in Ukraine.’ The organizers of the Congress were the National Academy of Pedagogical Sciences of Ukraine, G.S. Kostiuk Institute of Psychology, Laboratory of organizational psychology; Kamyanets-Podilsky National University named after Ivan Ohienko, and the Department of Correctional and social pedagogy and psychology; the Ukrainian Association of organizational and work psychologists, and the Economic center for organizational and organizational psychology.

The *Chairman* of the Congress Scientific Committee was Serhiy Dmitrovich Maksimenko, Director of G.S. Kostiuk Institute of Psychology of the NAPS of Ukraine, Dr., Prof. *Co-chairs* of the Congress Scientific Committee were Lyudmila Karamushka, deputy director for scientific and organizational work and international scientific relations of G.S. Kostiuk Institute of Psychology of the

NAPS of Ukraine, head of the Laboratory of organizational psychology of G.S. Kostiuk Institute of Psychology, Corresponding Member of the NAPS of Ukraine, Dr., Prof., President of the Ukrainian Association of organizational and work psychologists; Serhiy Kopylov, rector of the Kamyanets-Podilsky National University named after Ivan Ohienko, Dr., Prof.



The Congress was attended by over 100 people from different regions of Ukraine (Alchevsk, Bila Tserkva, Gorlivka, Dnipropetrovsk, Zaporizhia, Kamyanets-Podilsky, Kyiv, Lviv, Lugansk, Lutsk, Sumy, Uman etc.) representing various professional groups (scientists, teachers, high school and post-graduate institutions lecturers, PhD students, managers and employees from different organizations, as well as economic and organizational psychologists).

The main work forms of the Congress included:

1. The plenary meeting which analyzed the issues and development of organizational and economic psychology in Ukraine, in particular the development of leadership in the context of the humanitarian paradigm, the main trends in researching ‘humane’ and ‘inhuman’ leadership, as well as staff’s self-efficacy as a determinant of organizational



culture, the psychological and organizational conditions and technologies of gender interactions in organizations, etc.

2. The invited symposium *'Gender in organizations: old problems and new opportunities'* (chaired by Marianne G. Tkalych, PhD, assoc. prof., dept. of applied psychology, Zaporizhia National University) which discussed the application of gender-oriented technologies in staff's personal and professional development in organizations, work-life balance programs and some features of managers' gender interactions at an industrial plant, etc.

3. The round table *'Social advertising in the Ukrainian information space'* (moderated by Natalia Klymenko) which covered the importance of social advertising during social transformations, features of social advertising in the Ukrainian information space, social advertising and other types of advertising,



social advertising as an instrument of social problems actualization, shaping of public opinion and changing social behavioral models, social advertising in educating new generation of Ukrainian patriots and development of patriotism-oriented activities of organizations, methods

of researching social advertising effectiveness, etc. It should be noted that the round table participants showed great interest in the issues discussed.

4. Thematic sections: #1 *'Organizational psychology'*, #2 *'Economic Psychology'*, #3 *'Psychological foundations of staff's psychological training to improve organizations' effectiveness.'*

5. Workshops *'Fairy tale therapy for diagnosing individuals' life scenarios'* (presenter - Natalia Klimenko), *'Diagnostic techniques of technical university students' psychological readiness for future professional and administrative activities'* (presenter - Irina Sniadanko), *'Metaphorical business play to work with organizations'* (Presenter - Natalia Klimenko), *'Technology of psychological training of heads of educational organizations in pedagogical staff management in the system of post-graduate education'* (presenter - Alla Voznyuk), *'Easter egg making'* (presenter - Oleg Opalyuk).

The Congress materials were published in the journal *'Current Issues of Organizational and Economic Psychology in Ukraine: Abstracts of the SECOND Congress of Organizational and Economic Psychology (May 28-30, 2015, Kamianets-Podilsky) / Editors S.D. Maksimenko, L.M. Karamushka. - K - Kamianets-Podilsky, 2015. - 132 pages*, which is available at the library of G.S. Kostyuk Institute of Psychology of the NAPS of Ukraine and the leading academic libraries in Ukraine.

The Congress ended with a meeting of UAOWP members which summarized the results of



UAOWP activities in the period after the previous congress and defined trends in UAOWP development.

Besides the formal part, the Congress program included social events that contributed to the informal communication of the participants and their better knowledge of history and culture of Podilsk region of Ukraine which will be long remembered.



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5. Call for papers

JOURNAL OF CHANGE MANAGEMENT

Special Issue on “With the bad comes what change? The interplay between destructive leadership and organizational change”

Guest Editors: **Pedro Neves** (Nova SBE) and **Birgit Schyns** (Durham University)



A recent book on destructive leadership started by asking the question: “Why does there appear to be an overabundance of abusive, coercive, divisive, and toxic leaders” (Liden, 2010, p. ix). Since then, the study of the ‘dark side’ of leadership has grown exponentially, including themes such as abusive supervision, bossing, destructive, toxic and/or negative leadership, among others (Schyns & Schilling, 2013). A quick glance over this stream of research shows us a solid knowledge base concerning the correlates and consequences for many of these destructive behaviors at the individual, work and organizational levels (but less so on antecedents). However, and although context is as a central element in the enactment of destructive behaviors (Padilla, Hogan & Kaiser, 2007), we still know fairly little about the relationship between these behaviors and contextual influences, namely organizational change (Krasikova, Green & LeBreton, 2013). This is interesting both from a leadership and a followership perspective, as organizational change might interact not only with actual destructive leader behaviors but also with followers’ perception of destructive leadership.

Two reasons highlight the importance of leadership in the context of organizational change: the increased dynamism of the environment, which makes change more

frequent, unpredictable and inevitable (Shin, Taylor & Seo, 2012); and the low success rates, with authors arguing that about two thirds of the change efforts fail in achieving their goals (Choi, 2011; Shin et al., 2012). Thus, it appears that one of the main tasks for managers today is the leadership of organizational change (By, 2005). The scarce evidence so far suggests that the context of organizational change, due to its complexity, uncertainty and future orientation is particularly sensitive to destructive behaviors from leaders. For example, a recent study showed that submissive employees, characterized by low core self-evaluations and lack of social support from peers, perceived more abuse from their leaders particularly in recently downsized firms, where their vulnerability is enhanced (Neves, 2014).

Our goal is to contribute to this new stream of research that focuses on the interplay between destructive leadership behavior and organizational change by inviting researchers to submit papers to this special issue of the *Journal of Change Management*. We would like to encourage submissions that use diverse designs and methods, ranging from theoretical propositions to qualitative and quantitative empirical research.

Possible topics include:

- How does the context of change influence the appearance or enactment of destructive leadership behaviors?
- How do destructive leadership behaviors influence employees' reactions to change, including resistance, commitment and readiness for change?
- What factors, at the individual, work and organizational levels, may minimize the impact of destructive leadership behaviors during organizational change?
- What factors, at the individual, work and organizational levels, may reduce the appearance of destructive leadership behaviors during organizational change?
- Do destructive leadership behaviors carry the same weight in modeling employee behavior before, during, and after a major organizational change?
- What is the relationship between leader characteristics and destructive behaviors in contexts charged with uncertainty, such as organizational change?
- In this particular context, what is the role of follower characteristics in the enactment of destructive behaviors?

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- Shin, J., Taylor, M., & Seo, M. (2012). Resources for change: The relationships of organizational inducements and psychological resilience to employees' attitudes and behaviors toward organizational change. *Academy of Management Journal*, 55: 727-748.

Submission Process

Papers (6000-8500 words) should be submitted as an email attachment with the subject heading "JCM Special Issue – Destructive Leadership and Change" to both guest editors at pneves@novasbe.pt and birgit.schyns@durham.ac.uk. Submissions should follow the general guidelines of the Journal of Change Management (<http://www.tandf.co.uk/journals/rjcm>).

Refereeing and the selection of papers will be conducted according to the journal's normal procedures (double-blind review). Submitted papers should not have been previously published nor be currently under consideration for publication elsewhere. For further information contact the guest editors.

Submissions due: **31 January 2016** Expected date of publication: 2017

Submitted by:

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6. Future Congresses, Conferences, Meetings (2015-2018)

2015

**EAWOP Small Group Meeting:
Studying work as it is: Capturing dynamics in
workplace relationships.**

September 13-15, 2015

Brussel, Belgium

Web: <http://www.eawopsgm2015dynamics.be>



**EAWOP Small Group Meeting:
When, Where and for Whom are Job Resources Beneficial?**

September 14-15, 2015

Norwich, UK

Web: <http://www.eawop.org/news/when-where-and-for-whom-are-job-resources-beneficial>

EAWOP Small Group Meeting:

**Work without boundaries: Examining new work demands and their impact
on the work/non-work interface**

September 16-18, 2015

Vienna, Austria

Web: <http://www.eawop.org/news/work-without-boundaries-examining-new-work-demands-and-their-impact-on-the-work-non-work-interface>

**4th EAWOP WorkLab - Practitioner Skills Workshop:
Effectively employing mindfulness interventions at work**

November, 12-14, 2015

Nuremberg, Germany

Web: <http://www.eawop.org/worklab-2015>

**5th European Reward Management Conference (RMC 2015):
MANAGING CHANGE: CAN PAY LEAD THE WAY?**

December 10-11, 2015

Brussels, Belgium

Web:

http://www.eiasm.org/frontoffice/event_announcement.asp?event_id=1115



1st Congress of the Southern Countries Network for Work and Organizational Psychology (PTO-Sud)

December 10-11, 2015

Rabat, Morocco

Web: <http://www.pto-sud.net>



31st Annual SIOP Conference

April 14-16, 2016

Anaheim, California, USA

Web: <http://www.siop.org/Conferences/16con/cfp/default.aspx>



The 31st International Congress of Psychology (ICP 2016):

Diversity in Harmony: Insights from Psychology

July 24-29, 2016

Yokohama, Japan

Web: www.icp2016.jp/index.html

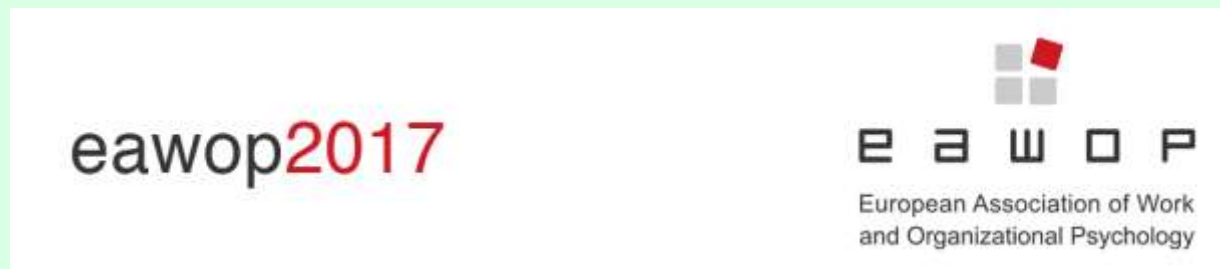


The 5th EAWOP Early Career Summer School

September, 12-16, 2016

Birmingham, UK

Web: <http://www.aston.ac.uk/aston-business-school/research/groups/wop/eawop-2016-5th-summer-school/>



18th EAWOP Congress:

Enabling Change through Work and Organizational Psychology:
Opportunities and Challenges for Research and Practice

May 17-20, 2017

Dublin, Ireland

Web: <http://www.eawop2017.org/>

15th European Congress of Psychology (ECP)

July 11-14, 2017

Amsterdam, the Netherlands

2018



The 29th International Congress of Applied Psychology (ICAP 2018)

June 23-30, 2018

Montréal, Canada,

Web: www.icap2018.com

Submitted by:

Prof. Karamushka Liudmyla

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IAAP Membership Application Form

I wish to join the International Association for Applied Psychology

Please enroll me in the following Divisions (no more than two):

- | | |
|---|---|
| <input type="radio"/> Organizational Psychology (1) | <input type="radio"/> Economic Psychology (9) |
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***Note:** Students can sign up for two divisions in addition to the Student Division

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