

International Association of Applied Psychology (IAAP)

Division 1.

Work and Organizational Psychology

Newsletter # 1

February, 2015



The Newsletter is issued by

Division 1 (Work and Organizational Psychology)

of the International Association of Applied Psychology (IAAP)

EDITORIAL

Dear members of IAAP Division 1,

I am pleased to present you the first issue of Division 1: Work and Organizational Psychology electronic Newsletter in 2015. The Newsletter provides information about the Division 1 activities in the period from 2014.

Many thanks go to the colleagues who kindly submitted their contributions to this issue. We noticed a very positive response from our membership which can be seen from the large number of news items we received. Hopefully, this trend in communication will continue in the future.

I am especially grateful to the following members of the Executive Committee of IAAP Division 1: Gary Latham (President), Barbara Kozusznik (President elect), Liudmyla Karamushka (Secretary) for the opportunity to continue the cooperation with IAAP Division 1 as well as for their support and assistance in preparing the first issue of the Newsletter in 2015.

The new 2015 has arrived and taking advantage of this occasion I would like to wish you and your families happiness, health and success every day in the New Year and on!

Editor:

PhD Oksana Kredentser

Institute of Psychology
Laboratory of Organizational Psychology
2, Pankivska str., office 22
01033 Kyiv
Ukraine
tel./fax + 38 044 288 07 19
e-mail: okred@mail.ru

Kyiv, February, 2015

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1. Presidential Column



In 2013, Jose Maria Peiro, then President of IAAP asked me to chair a task force to develop a strategy for the renewal and growth of our Association. In Paris, Janel Gauthier asked me to continue in my role as Chair. Among the preliminary findings of relevance thus far to Division I that we should consider are the following:

General

- 1) We should be committed to translating psychological, scientifically driven knowledge for the benefit of society. We should be problem-focused for the benefit of educating global organizations such as WHO.
- 2) We need to continue to facilitate synergies among SIOP, EAWOP and us. This should be done through the Alliance for Organizational Psychology.
- 3) Among our Division's goals should be bringing about employment around the world that is "meaningful" in a safe work environment.
- 4) Cross-cultural collaboration should be a priority that we actively promote.
- 5) We should promote our two journals to our non IAAP colleagues

Newsletter

- 1) Lets highlight major projects of our members in our Division 1 Newsletter. Please submit news briefs to Dr. Oksana Kredentser (okred@mail.ru)
- 2) Our newsletter should highlight historical overviews, regional issues, as well as broad reflections by the luminaries in our field.
- 3) Our newsletter should have an ISSN number so people will want to submit articles.
- 4) The newsletter should include photographs so we can connect faces to names.

Social Media

1) We need to create a task force to set up social media for enabling our members to stay in touch with another. Part of the task force's role should be to organize online groups around topics of common interest that can serve as consultancy experts to our members.

Website

- 1) Our Division 1 website needs to be revamped. When a section from the main menu of our website is selected, it should show the submenu of the topic. Images should be used to illustrate each web section so as to increase its appeal.
- 2) Post news and highlights central to our web so every time someone visits, what has changed can be readily seen.
- 3) Possible sections include: Home, About Division I, News and Events, Membership.
- 4) Make it easy to log in
- 5) Include on the website audios and clips of our presentations.
- 6) Encourage the use of a forum, divided by topics, where members can post and discuss issues of common concern.

Growing our Membership

- 1) Identify rising stars, give them awards, then use them as role models for attracting young psychologists to our Division.
- 2) Our senior members should promote IAAP to their students.
- 3) We should be holding 1-hour events in different universities world-wide extolling the value of membership in IAAP.
- 4) In IAAP Division I brochures, website, newsletter, and social media, we should be highlighting our prominent members so as to gain the attention of non-members.
- 5) Lets hold conversation hours at each Congress for students and newly minted PhDs with one or more prominent psychologists.
- 6) Use Facebook and Twitter to attract members.
- 7) Work with regional psychological associations to attract members.

Contact me please if you would like to serve on a task force to:

- a. Improve our Newsletter
- b. Revamp our website, work on social media, or develop a marketing strategy (latham@rotman.utoronto.ca)

The next three years should be both productive and fun for us as we improve the value of our Division for our members and find ways to increase our membership

Prof. Gary Latham
Toronto, February 2015

2. INFORMATION FROM THE EXECUTIVE COMMITTEE OF IAAP DIVISION 1 AND COCO MEETING OF DIVISION 1 (PARIS, 8-13 OF JULY 2014)

2.1. COMPOSITION

First the new Executive Committee of IAAP Division 1 was installed with the following members and functions (Find below the email addresses in case you want to communicate with them):

President – Prof. Gary Latham (Canada) (Latham@rotman.utoronto.ca);

President Elect– Prof. Barbara Kozusznik (Poland) (barbara.kozusznik@us.edu.pl);

Past President – Prof. Handan Kepir Sinangil (Turkey) (sinangil@boun.edu.tr);

Secretary – Prof. Liudmyla Karamushka (Ukraine) (lkarama01@gmail.com);

Newsletter Editor – PhD Oksana Kredentser(Ukraine) (okred@mail.ru).

2.2.REPORT ABOUT THE COCO MEETING OF THE EXECUTIVE COMMITTEE OF IAAP DIVISION 1 (PARIS, 12 JULY 2014)

During the 28th ICAP Congress in Paris (July 2014), the Division 1 new executive committee held its first meeting on July 12, 2014 at the Congress Centre. The participants included *Gary Latham (president)*, *Barbara Kozusznik (president elect)*, *Liudmyla Karamushka (secretary)*.



Agenda:

The agenda consisted of the general discussion about the **policy orientation of psychologists and the functions of Division 1:**

The *following tasks* ahead of us include:

- Identification Division 1 uniqueness and openness for global perspective of WOP and clarifying our principles and goals;
- Co-operation with EAWOP, SIOP and AOP as our partners, taking part in global programs around the world to display contributions of Work and Organizational Psychology for the society and organizations
- Increase Division 1 membership;

Participation in future conferences and congresses to increase Division 1, WOP visibility:

- 2015 SIOP Conference, Philadelphia, Pennsylvania, April 23-25;
- 2015EAWOP Congress, Oslo, Norway, May 20-22;
- 2015European Congress of Psychology, Milan, Italy, July 7-10;
- 2016 International Congress of Psychology, Yokohama, Japan, July 24-29;
- 2018 ICAP, Montréal, Canada, June 25-30.

Promoting Division 1:

- preparing individual invitation to Division1 members;
- sending e-mails to our members with the minutes from the GA;
- sending e-mails to our members regarding their proposals and expectations from Division 1;
- enriching the base of e-mail addresses of Division 1 to actual and future members to send individual invitations to psychologists in Africa, Asia, Eastern Europe and South America.

Editing Division 1 Newsletter; to redesign our webpage to contain news, information, calls for papers to stimulate short reports on WOP issues in different counties. Responsible – *Liudmyla Karamushka* and *Oksana Kredentser*.

Submitted by:

Prof. Liudmyla Karamushka

Laboratory of Organizational Psychology

Institute of Psychology

(Kyiv, Ukraine)

Email: [lkarama01@gmail](mailto:lkarama01@gmail.com)



3.1. THE MOST IMPORTANT SCIENTIFIC EVENTS OF DIVISION1 AT THE CONGRESS

The IAAP Division 1 activities at the 28th International Congress of Applied Psychology (ICAP) (Paris, July 8-13, 2014) included a number of scientific events.

DIVISIONAL KEYNOTE LECTURES

Fostering innovation in organizations: human resource strategies at the individual and group level
Divisional keynote speaker: Adalgisa BATTISTELU (France)

Errors are a central fact of life: dealing with them and learning from them
Divisional keynote speaker: Michael FRESE (Singapore)

Gender stereotyping and requisite management characteristics: implications of gender balance
Divisional keynote speaker: Virginia SCHEIN (USA)

The Psychology of workplace innovation: key findings and future directions
Divisional keynote speaker: Neil ANDERSON (UK)

Individual differences in the prediction and modeling of counterproductive work behaviors
Divisional keynote speaker: Deniz S ONES (USA)

Job stress and recovery
Divisional keynote speaker: Sabine SONNENTAG (Germany)

Human resource management and the search for the happy productive worker: the contribution of W/O psychology
Divisional keynote speaker: David GUEST (UK)

Cooperation and leadership in high-risk teams
Divisional keynote speaker: Gudela GROTE (Switzerland)

Older workers and late career; the contribution of work and organizational psychology
Divisional keynote speaker: Franco FRACCAROLI (Italy)

Workplace health promotion: perspectives and future directions
Divisional keynote speaker: David DEIOY (USA)

Impact of subconscious goal setting in the work place
Divisional keynote speaker: Gary LATHAM (Canada)

INVITED SYMPOSIA

The voice of I/O Psychologists as audible concerning the most important work problems of the global world

Chair: Barbara KOZUSZNIK (Poland), Sharon GLAZER (USA)

Towards a global framework of the competence of applied psychologists

Chair: David BARTRAM (UK)

Implications of a person-centric work psychology

Chair: Daniel R ILGEN (USA)

Team processes and performance in different types of organizations

Chair: Liudmyla KARAMUSHKA (Ukraine)

The effect of setting learning goals for complex tasks

Chair: Gerard SEIJTS (Canada)

Organizational justice: theoretical advances serving application

Chair: Dirk STEINER (France)

Quality of life and occupational stress

Chair: Mare TEICHMANN (Estonia)

The organizational development approach to change in higher education

Chair: Sofia CHIRICA (Romania)

Understanding graduate employment: fresh insight into current issues and challenges

Chair: Rosalind SEARLE (UK)

Work and organizational psychology contributions to environmental sustainability research and practice

Chair: Deniz S ONES (USA)

Work and organizational psychology in Africa

Chair: Andrew MOGAJI (Nigeria)

Working with (mental) health issues

Chair: Fred ZIJLSTRA (The Netherlands)

Contributions to expatriate management research

Chair: Deniz S ONES (USA)

Employee Commitment: an international perspective

Chair: John Peter MEYER (Canada)

Organizational climate: a multi-disciplinary approach

Chair: Andrew MOGAJL (Nigeria)

Decision-making and risk management in high-pressure environments
Chair: Christine CHAUVIN (France)

New technologies: investigating their contextual use and appropriateness
Chairs: Beatrice CAHOUR (France), Ann LIGHT (UK)

SYMPOSIA

Strategic leadership across cultures: the GLOBE study of CEO leadership behavior and effectiveness in 24 countries
Chair: Peter W. DORFMAN (USA)

Negotiation, communication, coordination: an analysis of activity in international corporations
Chair: Ciobanu RALUCA (France)

Organizational citizenship behaviors' management
Chair: Anne-Marie VONTHRON (France)

Organizational success through survey research
Chair: Walter REICHMAN (USA)

Advances in proactivity research: broadening perspectives on proactive work behavior
Chair: Deanne DEN HARTOG (The Netherlands)

Professionalism in the 21st century: implications for applied psychologists working for professional fields
Chair: Kim Yin CHAN (Singapore)

Employee adjustment: perspectives from different applied psychological domains
Chair: Donald TRUXILLO (USA)

Re-inventing leadership for the emerging new (dis)order: from leadership crisis to excellence
Chair: Theo VELDSMAN (South Africa)

Age in the workplace: the interplay between social and organizational factors
Chair: Marilena BERTOUNO (France)

Alternative models of leadership and their motivational foundations
Chair: Arvind SINHA (India)

Team effectiveness in complex task environments: the role of diversity and cognition
Chair: Sijr ITDEWILLIGEN (The Netherlands)

Business intuition and leadership: the contribution of the ontopsychological approach
Chair: Pamela BERNABEI (Italy)

The age of internationalization: developing an international organizational psychology curriculum
Chair: Richard GRIFFITH (USA)

Career development in turbulent times
Chair: Annamaria DI FABIO (Italy)

The assessment of potential in talent management

Chair: Ronald PACE (USA)

Change initiatives and our response to them: Investigations at the individual, organization, and country levels

Chair: Shaul OREC (Israel)

The mediated-moderation model about the influences of knowledge staffs' compulsory citizenship behavior on work-family balance: based on the theories of scarcity hypothesis and resource conservation

Chair: Pei CHEN (China)

Consequences of employee turnover & talent attrition in emerging and advanced economies

Chair: Lichia SANER-YIU (Switzerland)

The queen bee syndrome

Chair: Jose PRIETO (Spain)

Constructive social dialogue

Chair: Erica PENDER (Belgium)

Things are looking up down under: innovations in Australian occupational stress and well-being research

Chair: Paula BROUCH (Australia)

Contextual and motivational characteristics to explain temporary agency workers' employment relationships

Chair: Filipa CASTANHEIRA (Portugal)

Towards a deeper understanding of scores derived through assessment centres and situational judgment tests

Chair: Duncan JACKSON (UK)

Coping with the endemic consequences of global crisis: advances on the culture and climate underpinnings of organizational well-being and effectiveness

Chair: Laura PETITTA (Italy)

Which influence work behaviors more: individual personalities or team environments?

Chair: Weipeng LIN (China)

From conflicts to bullying in organizations: disentangling the boundaries

Chair: Jordi ESCARTIN (Spain)

Work, stress, and love: dissecting the heart of work-life balance research

Chair: Paula BROUCH (Australia)

Coal setting accross countries and time: 20 years of studies

Chair: Laura BORCOCNI (Italy)

Health-oriented work design interventions

Chair: Juergen CLASER (Austria)

Diversity and Inclusion management: evidence from China
Chair: Ningyu TANC (China)

How can entrepreneurship research help overcoming the crisis? Evidence on the role of values, beliefs and intentions in entrepreneurial activity
Chair: Antonio CAETANO (Portugal)

How can the environmental/social change effect to the behaviors of different subject groups in Thailand?
Chair: Ubolwanna PAVAKANUN (Thailand)

How diversity can be viewed and supported in today's organizations
Chairs: Madeleine WYATT (UK), Ritsa SJ FOTINATOS VENTOURATOS (Greece)

Workplace bullying and harassment: explanatory models
Chair: Christine JEOFFRION (France)

Humanitarian work psychology and the united nations millennium development goals
Chair: Douglas MAYNARD (USA)

Whole person assessment
Chair: Phillip ACKERMAN (USA)

Humanitarian work psychology: expanding the frontiers of organizational psychology
Chair: Walter REICHMAN (USA)

Innovative approaches to personnel selection -Part 1
Chairs: Cornelius KONIG (Germany), Neil CHRISTIANSEN (USA)

Humanitarian work psychology: making a global organization truly global
Chair: Ishbel MCWHA (UK)

Innovative approaches to personnel selection -Part 2
Chairs: Cornelius KONIG (Germany), Neil CHRISTIANSEN (USA)

Leadership: understanding its role in a broader organizational context and perspective
Chair: Weipeng LIN (China)

Managerialist practices, ethical suffering and clinical work
Chair: Fernando VIEIRA (Brazil)

Advances in work-related well-being research
Chair: Paula BROUGH (Australia)

Creativity, entrepreneurship and organizational change
Chair: Zhongming WANG (China)

You know I am bad! Traits and behaviours of bad leaders
Chair: Pedro NEVES (Portugal)

Emotions in the workplace: perspectives from India

Chair: Pooja PURANC (India)

Factors that increase self-determination in employees

Chair: Tony MACHIN (Australia)

Multiteam systems at work

Chair: Leslie DECHURCH (USA)

Risk factors for working women's well-being, functioning and growth: what we know and what we can do

Chair: Victor Eduardo SOJO (Australia)

European Network of Selection Researchers (ENESER) Symposium. "Current challenges in recruitment and selection: one step beyond"

Chair: Eva DEROUS (Belgium)

Organizational culture: its dimensions and impact on individuals

Chair: Juliana PORTO (Brazil)

In addition, there were 46 Thematic Sessions on such topics as: *Health, safety and well-being at work, Gender and work, Leadership and organizational behavior, Career management and professional mobility, Psychosocial risk at work, Team work and teams in the workplace, Commitment and organizational behavior, Management, entrepreneurship, Innovation.*

Finally, there were 14 Brief Oral Presentations Sessions and 11 Eposter Sessions presented by IAAP Division 1 members.

Submitted by:

Oksana Kredentser, PhD

Laboratory of Organizational Psychology

Institute of Psychology

(Kyiv, Ukraine)

Email: okred@mail.ru

3.2. INVITED SYMPOSIUM 'TEAM PROCESSES AND PERFORMANCE IN DIFFERENT TYPES OF ORGANIZATIONS' CHAIRED BY PROF. LIUDMYLA KARAMUSHKA (UKRAINE)

An important form of professional work in modern organizations is teamwork. This is due to the fact that as organizations have grown in size and become structurally more complex, the need for groups of people to work together in coordinated ways to achieve objectives which contribute to the overall aims of the organization has become increasingly urgent (West, 2004). In addition, team-based organizations, with their flat structures, can respond quickly and effectively in the fast-changing environments most organizations now encounter (Cohen & Bailey, 1997). An essential aspect of studying this problem is analysis of Team processes and Performance in different types of organizations, as each type of organizations has distinctive professional activities.

Given this, we have defined the following *Objectives of the Symposium*:

- 1) to analyze Team processes and Performance in different types of organizations, in particular in organizations from different social areas (civil service, industry, banking, education, etc.);
- 2) to determine factors that affect Team processes and Performance (position in organization, gender, work experience, teams made up of members from different countries, etc.);
- 3) to find out the employee types in relation to their teamwork readiness, in particular their innovativeness in teamwork;
- 4) to investigate the effects of team members orientation on employees' successful professional life;
- 5) to reveal the distinctive characteristics of Team Building Training for organizational psychologists.

The following presentations were made:

- DIV01-IS04-1 - Employees' teamwork motivation in banks: effects of micro- and mezzo-level factors

Liudmyla KARAMUSHKA (Ukraine)



- DIV01-IS04-2 - Detection and reduction of the influence as antecedents of cross-cultural teams' effectiveness and innovativeness

Barbara KOZUSZNIK (Poland)



- DIV01-IS04-3 - Gender determinants of the effectiveness of teams in industrial organizations
Marianna TKALYCH (Ukraine)



- DIV01-IS04-4 - Team management orientation as a factor of successful professional life of heads of educational institutions

Olena BONDARCHUK, (Ukraine)

- DIV01-IS04-5 - Team Development—the „little brother" of Organization Development in a company

Ute SCHMIDT-BRASSE (Germany)

- DIV01-IS04-6 - Types of employees in civil service organizations in relation to their teamwork readiness

Kira TERESHCHENKO (Ukraine)



After the Symposium, the Ukrainian participants staged a *'My Ukraine' flash-mob* to express their love and devotion to Ukraine.



Submitted by:

Prof. Liudmyla Karamushka

Laboratory of Organizational Psychology

Institute of Psychology

(Kyiv, Ukraine)

Email: lkarama01@gmail.com

3.3.INVITED SYMPOSIUM

‘OCCUPATIONAL STRESS AND QUALITY OF LIFE’

CHAIED BY PROF. MARE TEICHMANN (ESTONIA)

At this symposium we took the broader view.Over the past decade we have been witnessing a tremendous change in the world of work. The changing nature of the work presents employees and their work organization today with higher demands and pressure than ever before. More importantly, the boundaries between work and non-work were blurred. Work does not depend so much from the working time (hours), and the workplace, and even not on the location (Wilpert, 2005). This trend leads that the work will interfere with family life as well as non-work life activities interruptions. We suggest that research in occupational stress specifically, and in work and organizational psychology in general should follow the changing world of work. Hart and Cooper (2001) warned that one of the main limitations of an occupational stress theory that applies to all domains of an employee’s life is about the risk of losing the identity of occupational psychology. We are sure that taking a risk is justified and in invited symposium Quality of Life and Occupational Stress we argue towards the broader view of occupational stress.



The following presentations were made:

- DIV01-IS07-1 - Occupational Stress and Quality of Life
Mare TEICHMANN (Estonia)
- DIV01-IS07-2 - Occupational Stress and Deteriorations in Healthy Behavior
Anna LEONOVA (Russian Federation)





- DIV01-IS07-3 - Work colleagues: A blessing or a curse?

Angela CARTER (*United Kingdom*)

- DIV01-IS07-4 - Personality factors of occupational stress among civil servants

Liudmyla KARAMUSHKA (*Ukraine*)



- DIV01-IS07-5 - Influence Regulation as a Resource to Mitigate Work Stress and Improve Quality of Life

Barbara KOZUSZNIK (*Poland*)

- DIV01-IS07-6 - Quality of Life and Income

Mart MURDVEE (*Estonia*)



Submitted by:

Prof. Mare Teichmann

Tallinn University of Technology

(Tallinn, Estonia)

E-mail: mare@pekonsult.ee

3.4. THE VOICE OF IO PSYCHOLOGISTS AS AUDIBLE CONCERNING THE MOST IMPORTANT PROBLEMS OF THE GLOBAL WORLD (ICAP 2014, PARIS)

(The Roundtable under the auspices of Alliance for Organizational Psychology)

We were discussing how WO psychologists can become more audible in discussing and address global issues related to IO competencies and effectively communicating in a language that would be understood by relevant stakeholders, including all concerned members of our global society. Additionally, we discussed how to enhance our (WO) image and gain more publicity for good research and practice.

The roundtable discussion was meant to stimulate dialogue and write a manifesto that outlines our ideas and present it to the President and Incoming President of IAAP (and other members of WO communities, e.g., leadership of EAWOP, SIOP, and AOP).



Purpose :

- Gain a broader view of WO psychologists as taking voice in discussing the global issues
- Be perceived as partners with other specialists
- Diagnose and understand the crucial (WO-relevant) problems of the global world
- Use the language that stakeholders and media can understand.

During roundtable discussions we addressed the following **questions**:

1. What needs to be heard?
2. Are we prepared (in our roles as WO psychologists) to address crucial (WO-relevant) issues of the global world?
 - a. Are we positioned to present these ideas in the media?
 - b. Do we have the competencies to utilize social media to make our issues heard?
3. How do we brand ourselves? What are our identities?

- Session Manifesto - Manifesto to be written at the end of the session and presented to the IAAP President and incoming President about the mission and tasks of becoming visible in the global world.

Chairs:

Barbara Kozusznik (University of Silesia, Poland) & **Sharon Glazer** (University of Baltimore, USA)

Hosts (alphabetically):

Fernanda Afonso Organizational Development Leader GE Australia and New Zealand, Past National Chair of AOP Australia

Rita Berger University of Barcelona, Spain

Miriam Erez, Technion, Israel
Institute of Technology, Haifa

Alison Romney Eyring CEO Organization Solutions and Associate Professor NUS Business School, Singapore



Maria Cristina Ferreira, Salgado de Oliveira University, Rio de Janeiro, Brazil

Hennie Kriek President TTS-Top Talent Solutions and CEO TTS-Talent Group, University of South Africa

Submitted by:

Prof. Barbara Kozusznik

Institute of Psychology

University of Silesia

(Katowice, Poland)

E-mail: barbara.kozusznik@us.edu.pl

3.5. DIVISION 1 IAAP MEMBERS AWARDED THE FELLOW STATUS AT THE 28TH INTERNATIONAL CONGRESS OF APPLIED PSYCHOLOGY (ICAP) (PARIS, 8-13 OF JULY 2014)

We congratulate following Division 1 members awarded the Fellow status at the 28th International Congress of Applied Psychology (ICAP) (Paris, 8-13 of July 2014).

Arnold Bakker,
Art Brief,
Felix Brodbeck,
Michael Burke,
John Campbell,
David Day,
Franco Fraccaroli,
Michael Frese,
Winfried Hacker,
Gary Johns,
Tim Judge,
Kevin Kelloway,
Avraham Kluger,
Barbara Kozusznik,
Edwin Locke,

Bob Lord,
John Meyer,
Simcha Ronen,
James Rubazonzya,
Ed Salas,
Norbert Semmer,
Paul Spector,
Magnus Sverke,
Donald Truxillo,
Evert Van de Vliert,
Annelies van Vianen,
Jennifer Veitch,
Shelley Zedeck



4. 2014 IAAP Division 1 Activities Reports

4.1. REPORT ABOUT THE COCO MEETING OF THE EXECUTIVE COMMITTEE OF IAAP DIVISION 1 (TORONTO, 23 OCTOBER 2014)



Gary Latham (president) and *Barbara Kozusznik (president elect)* met at the University of Toronto, October 23, 2014. Among the issues discussed and agreed on were the following:

1. We need volunteers to overhaul our website to make it more appealing to Division 1 members;
2. Practitioner articles should be included on our website;
3. Further, the website should have a place for "communities" /networks for building our identity;
4. Finally, our website should document the history of Division 1;
5. We should encourage on-line work groups;
6. We need to attract young scholars who are rising stars to join Division 1 and to give invited addresses when IAAP meets in 2018 in Montreal;
7. To rally and galvanize present and potential members, we need a vision statement that makes clear to what we aspire.

Submitted by:

Prof. Gary Latham,

University of Toronto

*Secretary of State Professor of Organizational Effectiveness
(Toronto, Canada)*

E-mail: Latham@rotman.utoronto.ca

5. Creation of a network of Work and Organization Psychology (WOP) for southern countries

Spurred on by the International board of the French Speaking International Association of Work Psychology (AIPTLF) (board chaired by Professor Rémi Kouabenan), an international conference on work and organizations psychology was held in Abidjan (Côte d'Ivoire) from December 11th to 13th, 2013 on the topic “Work psychology and development of southern countries”. About 150 faculty members, researchers,



practitioners, stakeholders and students of the WOP and other areas of psychology participated in this conference. The participants came from thirteen countries from four different continents: a European country (France), a country in Southeast Asia



(Vietnam), a South American country (Brazil) and 9 African countries (Burkina Faso, Cameroon, Côte d'Ivoire, Gabon, Morocco, Niger, the Democratic Republic of the Congo, Republic of Togo, and Tunisia). The program and the proceedings of the conference are available at the following address:

<http://www.colloqueptoabidjan.com/>.

On the occasion of this conference, the participants agreed to establish a network to bring together stakeholders' forces around WOP in southern countries. This network called '*Southern countries Work and Organizational Psychology Network*' (*South-WOP Network*), aims to develop and promote WOP in Southern countries throughout any initiative favoring the links between research, training and applications. It covers African countries, Latin American countries and Southeast Asian countries. Nevertheless, it is open to anyone residing in a northern country that fulfills the conditions stipulated in its

status. Its headquarters is located at the Ivorian Centre for Research in Applied Psychology (CIERPA) of the University Félix Houphouët-Boigny of Abidjan, Côte d'Ivoire (address: CIERPA , BP V34 Abidjan - Côte d'Ivoire). Network contact: Dr. Ngueutsa Robert, ciptoabidjan2013@yahoo.fr.



Submitted by:

Prof. Kouabenan, Rémi.

Université Pierre Mendès France, UFR SHS

Département de Psychologie,

(Grenoble, France)

E-mail: Remi.Kouabenan@upmf-grenoble.fr

6. FUTURE CONFERENCES, CONGRESSES

2015

30th Annual Conference of the Society for Industrial and Organizational Psychology

April 23-25, 2015

Philadelphia, Pennsylvania

Web: <http://www.siop.org/conferences/15con/default.aspx>



2015 Asian Congress of Applied Psychology (ACAP 2015)

May 19- 20, 2015,

Concorde Hotel Singapore

Web: <http://academy.edu.sg/acap2015/>



17th EAWOP Congress

‘Respectful and effective leadership -
managing people and organizations in turbulent times’
May 20-22, 2015

Oslo, Norway

Web: <http://www.eawop2015.org/>



28th Annual Conference of the IACM (International Association for Conflict Management)

28 June to 1 July 2015

Florida, USA

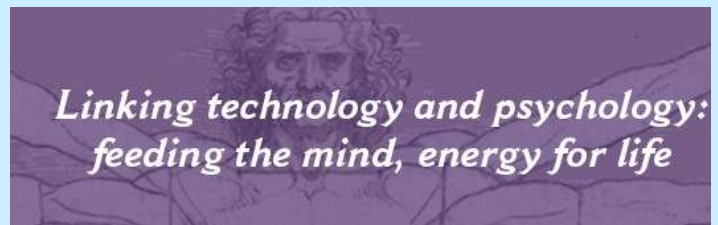
Web: http://www.iacm-conflict.org/Conference/Call_for_Submissions

14th European Congress of Psychology (ECP)

July, 7-10, 2015

Milan, Italy

Web: <http://www.ecp2015.it/>



IAREP/SABE 2015 Conference

September, 03-06, 2015

Sibiu, Romania

Web: www.epia.ro





The 31st International Congress of Psychology (ICP 2016)

July 24-29, 2016

Yokohama, Japan

Web: www.icp2016.jp/index



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

June 25-30, 2018

Montréal, Canada

Web: www.icap2018.com

7. IAAP MEMBERSHIP APPLICATION FORM

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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| <input type="radio"/> Clinical and Community Psychology (6) | <input type="radio"/> Applied Cognitive Psychology (14) |
| <input type="radio"/> Applied Gerontology (7) | <input type="radio"/> Student Division (15)* |
| <input type="radio"/> Health Psychology (8) | <input type="radio"/> Counseling Psychology (16) |
| | <input type="radio"/> Professional Practice (17) |

***Note:** Students can sign up for two divisions in addition to the Student Division

IAAP ANNUAL MEMBERSHIP FEES*

Please tick the relevant circle below:

- ☐ **STANDARD DUES** -\$60.00 U.S. £40.00 (UK)
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- ☐ **STUDENT DUES** - \$10.00/ £7.00(UK)

ACTION 100: IAAP offers exemption of membership dues only to 100 cases. For further information, contact the Secretary *General* by email: iaap@psi.ucm.es

MEMBER DETAILS :

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Position : _____ Department : _____

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President

Prof. Gary Latham,

University of Toronto
Secretary of State Professor of
Organizational Effectiveness
105 St. George Street
Toronto Ontario M5S 3E6

E-mail: Latham@Rotman.utoronto.ca



President Elect

Prof. Barbara Kozusznik

Institute of Psychology
University of Silesia
ul. Grazynskiego, 53
40-124 Katowice-Poland

E-mail: barbara.kozusznik@us.edu.pl



Past President

Prof. Handan Sinangil

Marmara University
Department of Business
Administration
Anadolu Hisarı, Beykoz
Istanbul-Turkey

E-mail: sinangil@boun.edu.tr



Secretary

Prof. Liudmyla Karamushka

Laboratory of Organizational
Psychology
Institute of Psychology of Academy
of Pedagogical Sciences of Ukraine
2, Pankivska str.
01033 Kyiv-Ukraine

Email: lkarama01@gmail.com



Newsletter Editor

Oksana Kredentser, PhD

Laboratory of Organizational
Psychology
Institute of Psychology of Academy
of Pedagogical Sciences of Ukraine
2, Pankivska str.
01033 Kyiv-Ukraine
E-mail: okred@mail.ru



9. INFORMATION ABOUT EDITORIAL TEAM

Coordinator

Prof.Luidmyla Karamushka

Organizational Psychology
Laboratory
Institute of Psychology of Academy
of Pedagogical Sciences of Ukraine
2, Pankivska str.
01033 Kyiv-Ukraine

Email: lkarama01@gmail.com



Oksana Kredentser, PhD

Laboratory of Organizational
Psychology
Institute of Psychology of Academy
of Pedagogical Sciences of Ukraine
2, Pankivska str.
01033 Kyiv-Ukraine
E-mail: okred@mail.ru



Michał Brol, PhD

Institute of Psychology
University of Silesia
Katowice, Poland
E-mail: brol.michal@gmail.com

