

Division 1: Work and Organizational Psychology Newsletter



MEMBER BENEFITS

First Workshop of the IAAP (Division 1) Project “This Works in my Place – Latin America”



The first workshop of the IAAP (Division 1) project entitled “This Works in my Place – Latin America” took place on May 30, 2019, in Turin (Italy). Seven scholars and practitioners from Latin America participated in the Workshop: Jaime Bayona (Colombia); Laura Galarza (Puerto Rico); Agustín Molina (Chile); Lucas Monzani (Argentina-Canada); Alejandra Ortiz (Mexico); Amalia Raquel (Brazil); and Wenceslao Unanue (Colombia). Three officers of IAAP (Division 1) coordinated this activity: Barbara Kozusznik, Vicente Martínez-Tur, and Katarzyna Wiecek-Jakubek.

The main goal of the workshop (“This Works in my Place – Latin America”) was the identification of relevant contextual factors that give inputs (challenges, opportunities, barriers) to Work and Organizational Psychology (WOP) strategies and practices in achieving five relevant Sustainable Development Goals of the United Nations: “no poverty”, “good health and well-being”, “gender equality”, “decent work” and “innovation”. Through participation and dialogue with WOP leaders within the region of Latin America, the first workshop analyzed contextual factors of the region (political, social, economic, and cultural) related to the aforementioned United Nations goals. They also described the situation of WOP in Latin America. The ongoing project will continue with a Progress Report (2019) a second Workshop (Cancun, December 2020), a presentation of initial conclusions (Cancun, December 2020), and a final report (January-March, 2021) followed by dissemination (2021).



MEMBER SPOTLIGHT



On April 25, 2019, Dr. **Virginia E. Schein** spoke at the 12th Annual Psychology Day at the United Nations held at UN Headquarters in New York. The theme of the program was *The Time is Now: Psychological Contributions to Global Gender Equality*. It highlighted ways psychologists contribute to promoting UN Sustainable Development Goal 5: achieve gender equality and empower all women and girls. As one of four invited panelists, Dr. Schein delivered a talk entitled *Women at the Top: From Gender Bias to Gender Balance*. She reviewed her pioneering research on gender stereotyping of the managerial position, explored the question: If we

had a more balanced representation of women in positions of power and influence, would it matter? and addressed ways to enhance women's opportunities to achieve parity in positions of power and influence in organizations. The event was co-sponsored by the Permanent Missions to the United Nations of Palau and the Dominican Republic, APA, and IAAP among other psychology organizations. A reception at the UN Headquarters followed the event.

CONFERENCE UPDATES

The 19th National Conference of WOP in Romania

The Romanian Association of Industrial and Organizational Psychology (APIO) held the 19th annual conference in Iași in May 2019. The theme of the conference was on "The Impact of Technology on Work".

The conference was an excellent opportunity to highlight the scientific and applied interests and level of competence achieved by I-O psychologists in Romania. Oral communications (47) covered topics of current interest for the community of Romanian I-O psychologists, such as: the impact of technology in organizations, psychological assessment in organizations, interdisciplinary implications of organizational phenomena on health, leadership and organizational efficiency.

The participants were established researchers, as well as doctoral students, other academics and practitioners. The workshops organized during the conference also highlighted the interest of Romanian psychologists for topics such as: the management of critical incidents, digital skills, network analysis, techniques for the reduction of stress at work, socio-technical design of organizations, document development with Rmarkdown, papaja and knitr.



The special guest of this conference was Prof. José-Maria Peiro of the University of Valencia, who delivered a keynote address on *Digitalization and the future of work: Implications for the future of W&O Psychology*.

APIO is an EAWOP (European Association for Work and Organizational Psychology) constituent and one of the most active psychological associations in Romania. Its fundamental objective is to promote I-O psychology both in scientific and applied terms. In this spirit, APIO awards an annual prize for the best scientific paper published by a



Romanian scientist in an international journal. APIO also grants two annual scholarships for student research projects in the field of I-O psychology.

All in all, APIO reflects an active, enthusiastic, engaged - and growing - community of researchers and practitioners, who gather each year for the conference. In 2020, the conference (the 20th Edition!) will be held in the Transilvanian town of Brasov (Kronstadt).

Researchers and practitioners are warmly invited to join – stay tuned for more information on www.apio.ro, or connect via email: contact@apio.ro!