

# 14<sup>th</sup> European Congress of Work and Organizational Psychology



Santiago de Compostela

May 13 - 16, 2009

Announcement and call for papers

<http://www.eawop2009.org>

Organized by the Consejo General de Colegios Oficiales de Psicólogos (COP) under the auspices of the European Association of Work and Organizational Psychology (EAWOP)

Santiago de Compostela  
Galicia - Spain

# CONGRESS ORGANIZERS

EUROPEAN ASSOCIATION OF WORK AND ORGANIZATIONAL  
PSYCHOLOGY (EAWOP)

CONSEJO GENERAL DE COLEGIOS OFICIALES DE PSICÓLOGOS  
(Spanish Psychological Association)

With the collaboration of

FACULTY OF PSYCHOLOGY  
(University of Santiago de Compostela)  
COLEGIO OFICIAL DE PSICÓLOGOS DE GALICIA  
(Psychological Association of Galicia)

Supported by

all major Departments of Work and Organizational  
Psychology in Spain

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# WELCOME FROM THE ORGANIZERS

Santiago de Compostela

May 15-16, 2009



The Consejo General de Colegios Oficiales de Psicólogos (COP) and the European Association of Work and Organizational Psychology (EAWOP) would like to welcome you to Santiago de Compostela, Spain, for the 14<sup>th</sup> European Congress of Work and Organizational Psychology. It is a great pleasure for Spanish psychologists to invite their colleagues from Europe and all over the world to participate in this major event that will offer us the opportunity to share new psychological knowledge, professional experiences and unexpected emotions in the field of Work and Organizational Psychology. It will be a great opportunity to reflect upon how we - the organizations and the people working with them - are going to deal with the conflicting demands of global processes, remote economies, our own continent (Europe), and national and local necessities.

In addition to the regular program you will have the chance to enjoy the magical city of Santiago, declared World Heritage City by UNESCO in 1985, and to immerse yourself in its urban beauty, monumental integrity, and spiritual significance.

In consonance with the spirit of this iconic landmark, where people and their own itineraries are of utmost importance, we have chosen as our theme:

Developing people in 21<sup>st</sup> century organizations: global and local perspective.

**We are looking forward to meeting you in Santiago!**

Updated information, abstract submission, and online registration:

<http://www.eawop2009.org>





# THE CONGRESS

eawop2009



## Dates and Venue

The 14<sup>th</sup> European Congress of Work and Organizational Psychology will take place in Santiago de Compostela (Spain), between the 13<sup>th</sup> and the 16<sup>th</sup> of May, 2009 (Wednesday through Saturday). It will be held at the Palacio de Congresos y Exposiciones de Galicia (Galicia Congress and Exhibitions Venue), which is only 10 away from the city center.



## Congress Theme

The theme for the Congress is Developing people in 21<sup>st</sup> century organizations: global and local perspective, and the aim is to make it possible for researchers, professionals and students to share and exchange all types of ideas, information and research results from the different fields and approaches of Work and Organizational Psychology and thus promote its development, linking both science and profession.

The Congress will be a great opportunity to reflect upon how we - organizations and the people working in them - are going to deal with the conflicting demands of global processes, remote economies, our own continent (Europe), and national and local necessities.

It will be a great forum for the expression of new ideas, both theoretical and methodological, without disregarding the contribution of previous research. The subjects highlighted at the Congress reflect emerging as well as established topics, thus contributing to dialogue between the representatives for the old and the new.



## Who should attend?

The Congress is intended for academics, PhD students, trainers, educators and any other professionals working in the field of work and organizational psychology or related fields.



## Language

The official language of the congress is English. There will be simultaneous translation only for selected activities.



## Invited speakers

The congress organizers are proud to present a very interesting group of invited speakers. Please visit our website for further information.



## Exhibitions

An exhibition will be arranged at the congress venue. Information can be found at the congress website [www.eawop2009.org](http://www.eawop2009.org)



## Pre-congress workshops

**Registering for a Workshop:** Workshops for practitioners and/or researchers will be organized on Wednesday March 13, 2009. The general aim is to offer a half-day focused, interactive education session within a given topic of high relevance and with a current interest.

Please note that the workshops must meet the minimum requirement of 20 registered participants to be held. Cost for participation is 140 € for a three hour workshop. Deadline for workshop registration is March 24, 2009.

**Proposing a Workshop:** It is possible to present a workshop proposal. To find out about conditions, please consult the abstract submission section of the congress website.



## Social program

A social program for participants and accompanying person is being arranged. For updated information on the different activities please see the congress website [www.eawop2009.org](http://www.eawop2009.org). We strongly recommend purchasing tickets in advance along with payment of the registration fee.



## Hotel accommodation

The official travel agency (Barceló Viajes) has selected a number of hotels that will be available for attendees during the congress period. Detailed information can be found at the congress website [www.eawop2009.org](http://www.eawop2009.org)

# CALL FOR PAPERS

It is our pleasure to invite you to submit proposals for presentations related to all central issues of work and organizational psychology. The Congress will cover all main topics (see Congress topics at the congress website) within the field of Work and Organizational Psychology.

A large number of symposia, keynote presentations, parallel sessions, round tables and workshops will be organized, and to that purpose individual as well as institutional proposals are welcome. All types are open to both researchers and practitioners and will provide opportunities for sharing research results as well as practical experiences.

Please check the congress website for further information on abstract submission <http://www.eawop2009.org>

I want to submit a proposal...

The congress **welcomes** the submission of different types of proposals. You will find a brief description of the different possibilities below.

## Plenary sessions

These sessions consist of the presentations of invited keynote speakers. An invitation from the organizers to participate as keynote speaker is demanded.

## Symposia sessions

A group of presenters hold a pre-planned and thematically coherent session (maximum 90 minutes per session). The submission of a summary abstract plus abstracts of the individual presentations are requested for this type of proposal.

## Oral sessions

A session consists of single presentations that handle the same kind of subject matter (the presentation time is limited to 15-20 minutes per presenter). An abstract must be submitted from each presenter for this type of proposal.

## Poster sessions

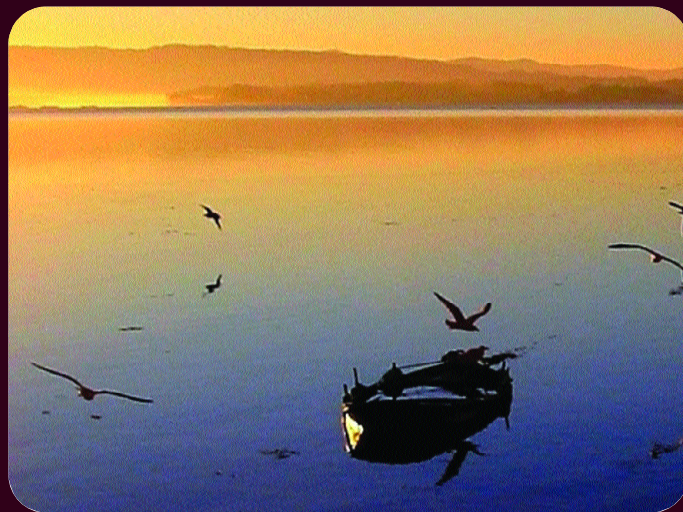
These sessions consist of visual presentations. An abstract is demanded as well.

## Open Forums Round Table Discussions

A group of participants (EAWOP members) or a Constituent take the initiative to organize a meeting or an event to discuss some topical issue or exchange ideas and experiences with other participants (maximum 90 minutes). An abstract is requested (the theme must be described and if necessary the target group defined).

## Workshops

Pre-congress workshops are organized and marketed in connection with the rest of the congress program but have an extra registration and participation fee. An abstract and other information are needed to propose a workshop.



### ABSTRACT SUBMISSION AND REVIEW PROCESS

All abstracts are to be submitted online through the congress website <http://www.eawop2009.org> and **no later than October 3, 2008 (24:00, CET)**. All abstracts will be subjected to peer-review, coordinated by the Program Committee.

Notification of acceptance will be done by email and will be sent out by January 3, 2009. Note that the Program Committee reserves the right to change proposals for oral presentations to posters, rather than refusing abstracts, depending on the number, theme, and quality of submissions. Accepted abstracts will be published on the Congress website and on a CD that will be given to the participants at the Congress.

# deadlines



Don't miss your deadlines

**DEADLINE FOR ABSTRACT SUBMISSION**

**October 3, 2008**

**NOTIFICATION OF ACCEPTANCE**

**January 3, 2009**

**LAST DATE FOR EARLY REGISTRATION**

**January 31, 2009**

**LAST DATE FOR LATE REGISTRATION, THEREAFTER**

**ON-SITE FEE WILL BE APPLIED**

**April 13, 2009**

**REGISTRATION DEADLINE FOR PRESENTERS**

**March 30, 2009**

**DEADLINE FOR REGISTRATION CANCELLATION**

**April 13, 2009**

(penalty of 125 €), after April 13 no refund will be possible.

**DEADLINE FOR WORKSHOP REGISTRATION**

**March 24, 2009**

# CONGRESS TOPICS



## Congress topics

### **1. SUSTAINABLE ORGANIZATIONS**

- 1.1. Productivity
- 1.2. Service Quality
- 1.3. Occupational Safety
- 1.4. Workplace Health Promotion
- 1.5. Prevention and Intervention
- 1.6. Employee Assistance Programs

### **2. HUMAN RESOURCE MANAGEMENT**

- 2.1. Selection and Assessment
- 2.2. Reward Systems
- 2.3. Performance Appraisal
- 2.4. Training and Development
- 2.5. Career Planning and Management
- 2.6. Occupational Choice and Careers Guidance
- 2.7. Diversity in the Workplace
- 2.8. Equality in the Workplace
- 2.9. Strategic HR

### **3. ORGANIZATIONAL CHANGE AND DEVELOPMENT**

- 3.1. Organizational Change Processes
- 3.2. Organizational Development Programs
- 3.3. Merger and Acquisitions
- 3.4. Downsizing and Outplacement
- 3.5. Outsourcing
- 3.6. Privatization
- 3.7. Managing Organizational Change
- 3.8. Consulting, Coaching, and Counseling

### **4. CHANGING EMPLOYMENT RELATIONS**

- 4.1. Psychological Contract
- 4.2. Part-time Work
- 4.3. Temporary Employment
- 4.4. Self-employment
- 4.5. Job Insecurity
- 4.6. Employability

### **5. ENTRY, EXIT, AND MOBILITY**

- 5.1. Labor Market Entry
- 5.2. Career Patterns and Mobility
- 5.3. Turnover
- 5.4. Unemployment
- 5.5. Return-to-Work
- 5.6. The Aging Workforce and Retirement

### **6. TECHNOLOGY AND KNOWLEDGE**

- 6.1. Organizational Learning
- 6.2. Knowledge Transfer
- 6.3. Managing Technical Innovation
- 6.4. Person-Technology Interface
- 6.5. Human Factors and Ergonomics
- 6.6. Cognitive Load

### **7. JOB STRESS AND EMPLOYEE WELL-BEING**

- 7.1. Work Stressors
- 7.2. Burnout and Fatigue
- 7.3. Absenteeism and sick-leave
- 7.4. Psychobiological Stress Reactions
- 7.5. Recovery and Unwinding
- 7.6. Stress Management
- 7.7. Coping and Social Support
- 7.8. Well-being
- 7.9. Engagement

### **8. WORK-FAMILY INTERFACE**

- 8.1. Work-Family Conflict
- 8.2. Work-Family Balance
- 8.3. Crossover
- 8.4. Family-friendly Organization

### **9. ORGANIZATIONAL BEHAVIOR**

- 9.1. Work Attitudes and Values
- 9.2. Organizational Commitment and Identification
- 9.3. Work Motivation
- 9.4. Performance
- 9.5. Trust
- 9.6. Organizational Justice

### **10. ORGANIZATIONAL STRUCTURE, CULTURE, AND CLIMATE**

- 10.1. Organizational Structure and Design
- 10.2. Organizational Culture
- 10.3. Multi-cultural Organizations
- 10.4. Organizational Climate
- 10.5. Organizational Communication
- 10.6. Job Analysis and Design
- 10.7. Scheduling of Work
- 10.8. Organizational Ethics and Social Responsibility
- 10.9. Organization Theory

### **11. LEADERSHIP AND MANAGEMENT**

- 11.1. Leadership Models
- 11.2. Leadership and Culture
- 11.3. Managing Flexibility
- 11.4. Managing Diversity
- 11.5. Conflict Management
- 11.6. Negotiation Skills and Processes
- 11.7. Decision-making

### **12. TEAMS AND WORKGROUPS**

- 12.1. Group and Team Processes
- 12.2. Inter-group Relations at Work
- 12.3. Team Building and Effectiveness
- 12.4. Team Work, Creativity and Innovation
- 12.5. Diversity in Work Teams
- 12.6. Cyberspace and Virtual Teams

### **13. EMOTIONS IN THE WORKPLACE**

- 13.1. Emotional Labor
- 13.2. Management of Emotions at Work
- 13.3. Emotions and Organizational Contexts

### **14. INDUSTRIAL RELATIONS**

- 14.1. Worker Representation and Collective Bargaining
- 14.2. Democracy and Dialogue
- 14.3. Power and Influence
- 14.4. Union Structural Change
- 14.5. Union Attitudes and Participation

### **15. RESEARCH AND METHODOLOGY**

- 15.1. Research Design
- 15.2. Measurement and Psychometrics
- 15.3. Statistics and Methodological Issues
- 15.4. Advances in Quantitative Research Methods
- 15.5. Advances in Qualitative Research Methods
- 15.6. Field and Experimental Research
- 15.7. Cross-Cultural Research



# REGISTRATION AND FEES



The **registration fee for participants and students** covers: the Opening Ceremony and Welcome Reception on Wednesday, admission to all parts of the congress, congress documentation, refreshments during breaks and lunch Thursday through Saturday.

To complete the planning of the final program in time for the congress, we ask that **presenters register no later than March 30, 2009**. Please note that registration by this date is a requirement for inclusion in the final program as well as in the abstract database.

The **registration fee for accompanying persons** covers: the Opening Ceremony and Welcome Reception on Wednesday and Tour for accompanying persons. Accompanying persons are allowed in the conference hall but will not be able to enter any of the conference rooms.

**Deadline for registration cancellation:** April 13, 2009 (money will be refunded with a penalty of 125 € that will cover administrative expenses). After April 13, 2009, there will be no refund.

## fee FEE      deadline DEADLINE

|   |                                |                                |
|---|--------------------------------|--------------------------------|
| <b>Early registration</b>               | <b>530 €</b>                   | <b>BEFORE JANUARY 31, 2009</b> |
| <b>Late registration</b>                | <b>580 €</b>                   | <b>AFTER FEBRUARY 1, 2009</b>  |
| <b>On-site registration</b>             | <b>625 €</b>                   | <b>AFTER APRIL 13, 2009</b>    |
| <b>Workshop registration</b>            | <b>140 €</b> (3 hour workshop) | <b>MARCH 24, 2009</b>          |
| <b>Student without membership</b>       | <b>300 €</b>                   | -                              |
| <b>Student with two year membership</b> | <b>370 €</b>                   | -                              |
| <b>Accompanying person</b>              | <b>100 €</b>                   | -                              |

If you have any questions in connection with your registration, please do not hesitate to contact the Congress Secretariat by phone: + 34 91 444 90 20 or e-mail: [eawop2009@cop.es](mailto:eawop2009@cop.es)



Developing people in 21<sup>st</sup> century organizations: global and local perspective

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