



EAWOP
European Association of Work
and Organizational Psychology

EWOP-IP 0/2006

EWOP^{New}

European Work and Organizational Psychology

inPractice

**e-journal of the European Association of Work and Organizational Psychology
(EAWOP)**

Editorial

Dear Colleagues,

a warm welcome to the “Zero number” of EAWOP’s new e-journal “EWOPinPractice” (European Work and Organisational Psychology In Practice)!

The objective of EWOPinPractice

As you know, EAWOP publishes already one predominantly scientifically oriented journal: EJWOP, the European Journal of Work and Organisational Psychology. The endeavours of the current editor Christian Dormann, University of Mainz/Germany, as well as his associate editors Jan de Jonge, Eindhoven University of Technology/The Netherlands, Vicente González-Romá, University of Valencia/Spain, and Rolf van Dick, Universities of Frankfurt/Germany and Aston/ U.K., and of course of their predecessors are paying off splendidly: The journal at time being is very well established and acknowledged in WOP academia throughout Europe and more widely.

Nevertheless, the EAWOP General Assembly in Istanbul last year decided to launch a second journal. This time, a more hands-on, strongly application oriented journal for WOP professionals was asked for. It was requested that there was quick and easy access to the journal, with possibilities to share knowledge and discuss approaches and experience. In addition, there should be opportunities to build networks in the field aiming to bridge the gap between scientists and practitioners and constituent and single members across Eastern and Western borders.

In order to achieve this goal, the idea is to launch an e-journal, exclusively accessible by each EAWOP member on the EAWOP website, appearing twice a year (at least for the start. Moreover, it should provide state-of-the-art and proactive information and encouraging dialogue on common down-to-earth issues and problems and their prevention and solution.

After some drafting and talking and in the last phase discussion with the Constituents, the Executive Committee and the Editorial Board are proud to present to you today the Zero number of

EWOPinPractice (European Work and Organizational Psychology in Practice).

We hope this pilot issue of EWOPinPractice will facilitate the application of Work and Organizational Psychology in Europe and beyond. We want to promote that along with the application of hard facts and technical and economical information will come the application of soft facts and the incorporation of human resources in corporate policies and strategies in order to achieve sustainable results and humane conditions of labour and collaboration.

The Editorial Board

The Assembly appointed Ute Schmidt-Brasse, PSYCON/Germany, to prepare the first steps towards the intended e-journal. In future, there will be a bigger crew to serve you:

Ute Schmidt-Brasse will act as the editor, assisted by Heiko Schulz, PSYCON/Germany, Dr. Angela Carter, University of Sheffield and Just Development/U.K., will resume the role of co-editor, supported by an assistant, too. Prof. Ana Passos, ISCTE Lisboa/Portugal will be the link to the Executive Committee and will also be responsible for the IT materialisation.

Configuration of the e-journal

From time to time, there will be special issues of the EAWOP e-journal - either dedicated to a current theme where expert colleagues will be asked for contributions or accumulating and documenting an EAWOP congress or so. In contrast, the "ordinary" issues will publish incoming primary publications from the applied WOP field submitted by single members as well as "best of" from national journals and congresses/ conferences showing the entire variety of our profession.

Each issue will start with a short editorial note and then present the papers. The e-journal will refrain from disseminating EAWOP news because this is the business of the EAWOP newsletter.

EWOPinPractice will be run in English only. Submission will be electronically in Word format in order to be put online without major adaptation. Other than with EJWOP, there will not be a strong reviewing process – every author is himself of herself responsible of what he or she is bringing forward. For precise details of the overall format, please, read and follow the EWOPinPractice Style guide below provided by the co-editor, Dr. Angela Carter.

How to contribute and live EWOPinPractice?

As you can see by this explanation, EWOPinPractice will be “your” journal, it is largely up to you and your activities what will be the contents and the frequency of the e-journal. Already today, we call on you single members to submit papers about down-to-earth subjects or problem resolutions you think worthy to be discussed throughout the European WOP community. We also would like to stimulate the Boards of Constituents or those colleagues responsible to scrutinise their national WOP journals and conference readers for papers suitable for discussion with an amplified audience.

We would very much like to encourage you to use EWOPinPractice as a professional platform by giving constructive feedback to the authors and discussing the contributions vividly. According to the saying “Knowledge is the only asset to be increased by sharing” you may write to the authors and we will make your annotations and additions as well as the replies of the authors known to the audience during one month after appearance.

The paper of the Zero number

We are very proud and thankful that our colleague Kristiina Fromholtz-Mäki, SR HR Manager with Nokia Corporate Functions, Espoo, Finland, left us her Istanbul key note presentation of May 15, 2005, for the “0” edition. In this paper Kristiina Fromholtz-Mäki deals with the “Challenges for the HR in global companies” she is encountering or proactively anticipating in her daily life as a HR manager and WO psychologist. She acquaints us with six factors defining global competitive environment followed by six strategic action areas which will differentiate global companies. She will highlight those actions by hands-on examples of Nokia HR practices. After a general description of Nokia HR Kristiina Fromholtz-Mäki will display her ideas for shared activities between WOP & industry and share her view of HR challenges. To end up with, the HR impact on business success will be discussed.

We very much hope that this paper will trigger an essential dialogue and stimulate other colleagues to share their opinions and ideas with the EAWOP community. You are heartily invited to contribute!

With this outlook we wish you

“happy reading the Zero number of EWOPinPractice”

and, regarding the season, a Merry Christmas and Prosperous New Year! Looking forward to your suggestions and feedback

Ute Schmidt-Brasse
Editor EWOPinPractice

Dr Angela Carter
Co-editor EWOPinPractice

PS.

Outlook: A second line of the e-journal will be opened later, providing a platform for emerging research.

EWOPinPractice - Style guide

This document presents the overall format of articles to be presented in EWOP InPractice. It is important authors use this guide to enable high quality publications to be presented with a fast turn-round time.

Material offered to EWOPinPractice is considered a publication and should not be offered, in this form for publication elsewhere. It will be read by the editor for suitability of publication but it will NOT be peer reviewed. The material must be original to the author(s) and if material is presented from other authors it should be properly cited.

Prepared manuscripts should be submitted in ENGLISH as WORD documents, using Excel or PowerPoint for any pictures, diagrams or tables. Documents should be no longer than 6,000 words. The entire document should use Arial 12 font and should be single spaced. Please number the pages throughout the document. Submit this as a WORD file and note Adobe Acrobat so that formatting can take place. Please note that articles that do not follow this style guide will be returned to the authors until they resemble the appropriate style.

Manuscripts should be submitted to the editor Ute Schmidt-Brasse schmidt-brasse@psycon.de by 31 March, 2007. For the following issue, the deadline will be 30 September, 2007.

Title

The title should be single spaced, centred and in bold. Minimal capitalisation should be used (only putting a capital letter at the beginning of the sentence). The full name of the author(s) and the name of their company / institution and country of origin should be represented. Please also enter an email address for correspondence about the material presented. For example:

Style guide: Instructions to authors preparing material to be submitted to EWOPinPractice

Dr Angela J Carter