

# On the Way to Europe: WOP in the Ukraine

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## Development of Work and Organisational Psychology in the Ukraine

Work and Organizational Psychology (WOP) is a relatively new field of psychological science in Ukraine which has been intensively developing over the last years. The development of WOP in Ukraine is necessary due to:

- a) rapid socio-economic development that requires prompt, adequate, and agreed organizational responses;
- b) complex tasks which call for joint intellectual and emotional efforts by managers and employees of organizations as well as for strong work motivation;
- c) need for collective cohesion and individual self-realisation of managers and employees.

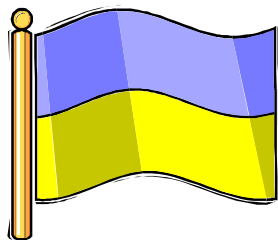


Figure 1: Ukrainian Flag



Figure 2: Emblem of UAWOP

The Institute of Psychology as well as the Ukrainian Association of Organizational and Work Psychologists (UAOWP) play an important part in promoting WOP across the Ukraine. The association was founded in 2002 and has 19 branches in all regions of Ukraine with over 200 members. Promotion as the main mission of UAOWP is to be seen clearly in the context of European Integration. In May 2005 at the XIIth Congress of the European Association of Work and Organizational Psychology in Istanbul UAOWP was given the status of a constituent of this European professional body.

## Range of activities – steps towards professionalism

During 2002 - 2006 UAOWP has organised a *range of activities* which include:

- Working out the “Programme of development of WOP in Ukraine in the context of European integration” (2002 - 2012). In the course of implementing the programme

UAWOP joined the European Association of Work and Organizational Psychology (EAWOP) and held a number of all-Ukrainian conferences and seminars. This included:

- a) the first Ukrainian international scientific-practitioner conference 'Organizational Psychology: Innovative Approaches and Technologies' (September 20, 2002, Kyiv);
- b) the international conference 'Cross-Cultural Communications: Dialogue and Cooperation' (May 26-30, 2003, Alushta, Crimea);
- c) a conference on 'Conflict Management in Organizations' (October 22-26, 2003, Kyiv);
- d) the conference 'Burnout Syndrome and Professional Career in Organizations: Gender Aspects' (June 17-18, 2004, Kamyanets-Podilsk); and
- e) the conference 'Psychological Foundations of Efficient Organizational Performance under Socio-economic Change' (November 23-24, 2007, Kyiv).



Figure 3: Participants of the ENOP International Workshop



Figure 4: Participants of the PSYCON workshop with their certificates

Many of the conferences were attended by researchers from outside the Ukraine:

- The International Workshop 'WOP in Ukraine in the Context of European Integration' was held under the auspices of the European Network of Organizational and Work Psychologists (ENOP) May 23-24, 2004.
- The 2nd International Workshop on 'Training in Social Sciences in the Netherlands and Italy after the Bologna Agreement' (July 6, 2005, July) was attended by professors from Trento University (Italy), Rotterdam University, (Netherlands) and Utrecht University (Netherlands).
- Finally, an international workshop 'Team Building in Organizations' (November, 20-21, 2005, Kyiv) was organised in cooperation with PSYCON (Germany).
- Ukrainian psychologists have taken part in several conferences in the last few year. These are: a) the 12th European congress of EAWOP with 38 abstracts and six presentations (May 2005, Istanbul); b) the 30th Congress of IAREP with 11 abstracts and 28 presentations (September 2005, Prague); c) the IXth European Conference on Organizational Psychology and Health Care (October 2005, Dresden) with three presentations; and d) the 13th European Congress of EAWOP with 25 abstracts and 10 presentations (May 2007, Stockholm).
- UAOWOP has been working with Belarussian psychologists developing an agreement on cooperation. They also held a joint conference 'Psychological Foundations of Training of Organization Managers, Personnel and Psychologists' (June 1-4, 2005, Uman). In addition, Ukrainian psychologists contributed 22 abstracts and seven presentations at the 1ST and 2ND International Congresses on Business Psychology and Sociology (Minsk, Belarus, December 2005; and April 2007).
- Thanks to support from UAOWP a new discipline 'Organizational Psychology, Economic Psychology' has been approved and registered as a PhD specialty by the Central Attestation Commission of Ukraine and the Ministry of Education and Science of Ukraine.
- In order to promote European standards of education UAOWP, with support from ENOP, has translated and published the 'ENOP Reference Model And Minimum Standards'.
- UAOWP has started a journal 'Organization Psychology. Economic Psychology' (with 19 issues already published).
- A series of training courses has been developed for organizational psychologists and organization managers in areas of organizational psychology such as: psychology of management; team building; burnout prevention and coping; leadership; gender psychology; preventing and coping with communication barriers in organizations; and economic psychology.
- UAOWP members have written a number of text books that are recommended by the Ministry of Education and Sciences of Ukraine for use in training students at institutes of higher education and at institutes of post-graduate education. These include: "The Psychology of Management"; "Basics of Psychological Managerial Counselling"; "Burnout Syndrome and Professional Career of Employees in Educational Organizations: Gender Aspects"; "Educational Management"; "Psychology of Educational Management"; and "Work Technologies of Organizational Psychologists".

## **Future steps**

UAOWP is keen to continue this development and in the near future will be holding the X<sup>th</sup> European Conference on Organizational Psychology and Human Service Work "Work and Organizational Psychology in Human Services Organizations: Different European Perspectives" (3-6 October, 2007, Kyiv, Ukraine). We welcome your attendance at this conference.

Should you like to discuss any of these developments or find out more about WOP in the Ukraine please contact Lyudmila Karamushka at [LKARAMA01@yahoo.co.uk](mailto:LKARAMA01@yahoo.co.uk).