

Hello readers

Welcome to the 5th issue of EWOPin-PRACTICE with papers on the application of Work and Organizational Psychology.

It has been a busy time for EAWOP since the previous edition of in-Practice. We have held the widely acclaimed 1st practitioner WorkLab, in Helsinki, and another successful Summer School and are about to enjoy our bi-annual congress in Munster, Germany and WorkLab 2013 in Amsterdam.

This edition offers six excellent papers representing a range of Work and Organizational Psychology (WOP) practice in Europe. These papers follow a theme about the quality of Human Resource Management (HRM) and development supporting leaders, managers and workers in organizations. Further, there is a strong reflexive component to the articles encouraging us to spend time looking at our own professional practice.

The edition opens with an intriguing study conducted by Mare Teichmann and Liina Randmann examining the evidence-base for HRM practices across Europe, and in particular a knowledge-base comparison between HR Practitioners and non-HR professional (such as book keepers and accountants) in Estonian. This paper is followed by an excellent reflexive account of a study of HRM strategies from six UK uni-

versities written by Kathryn Waddington and Julie Lister. Next, Diana Rus explores some of the content from the 1st practitioner WorkLab building on a workshop conducted by Professor Beverly Alimo-Metcalfe. Diana examines leadership behaviours that are likely to engage workers in difficult economic climates; and ones that will not. Kimberley Breevaart and Arnold Bakker follow with a valuable piece about how leaders can influence their followers' work engagement. The theme of development is picked up in the next paper by Velli Parts and Mare Teichmann specifically looking at Non-Technical Competencies for engineers. Finally, Laura Liguori offers us a valuable account of attachment theory applied to organizational life and the role of the manager/leader as potential care-giver. This paper, along with the others will cause you to pause and reflect on your own and others' practice to consider how you can add value to your own workplace offerings and solutions. I would like to thank the authors for their insightful contributions to in-Practice and look forward to further papers being presented for our next edition.

Hopefully these articles will inspire you and make you wish to comment and reflect. Please contact the authors directly by email to continue the discussion; or address your thoughts to myself; your editor. With the authors' permission I will summa-

rise these discussions for you in the next edition of in-Practice.

In-Practice is for you and also made by you. Think about writing for the journal yourself. The philosophy of the journal is to publish papers about the practice of WOP in Europe. We are interested in articles describing practices, procedures, tools, or even changes in organizational procedures stimulated by shifts in national economies and organizational processes. We want to know much more about professional activities across Europe, thus we are looking for a contribution from you.

Are you an expert in Organizational Development? Training? Work stress interventions? Is there a successful project that you have led, or contributed to, that you would like to share with others? Here you can find the right place to present and discuss these types of experiences. As for length, a two-three page contribution is perfectly OK; or more if you wish.



A handwritten signature in black ink that reads "Angela Carter". The signature is written in a cursive, flowing style.

Professor Angela Carter
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The format for the papers is described in the style guide associated with this page. If you would like to discuss your ideas for a contribution or send me an outline I would be happy to comment on this and assist in its preparation.

Would you like to comment on topics from the 1st WorkLab (see <http://www.eawop.org/worklab-2012> for an account and contributions) or look ahead to those of “The good, the bad and the ugly of leader behaviour” that form part of WorkLab 2013 (<http://eawop.org/news/2nd-eawop-worklab-2013>). Or perhaps suggest topics for future WorkLabs? If you would like to meet us and discuss these ideas in person we are holding a WorkLab reunion on Friday 24th May 2013 at the Munster congress, in the entrance hall of the Munster Palace at 18.00.

Best wishes for spring; and some warmer weather. Enjoy in-Practice and ... don't forget ... I look forward to your contribution.