

Editorial

Diana Rus & Angela Carter

We are delighted to publish this first 2022 issue of InPractice, featuring a collection of articles centred around renewal in the world of work and within our profession. This issue contains an exclusive interview with the EAWOP President, Dr. Annemarie Hiemstra, two papers showcasing new methodologies and a book review.

Fitting with the idea that our profession is on a path to renewal, we are happy to open with an absorbing interview with *Dr. Annemarie Hiemstra*, our EAWOP President. She graciously offers us an insightful look into her career trajectory as a work and organizational psychologist and takes us on a journey describing her involvement with the EAWOP over the years. As the incoming President, she also outlines her vision for making the EAWOP future-proof in the upcoming years. Moreover, she invites work and organizational psychology (WOP) practitioners and academics to collaborate more (by highlighting specific initiatives supported by EAWOP) to increase the societal impact of our profession.

We continue with a fascinating *Tools* feature authored by *Dr. Dieter Veldsman* and *Marna van der Merwe*. The authors address the shifting dynamics in the relationship between employers and employees and highlight the importance of designing human resource practices geared at creating more human-centric working environments. To this end, they first propose that the psychological contract between employers and employees represents the central lever for aligning employer brand, employee value propositions and employee experience. Second, they put forward an employee-centric design methodology for human resources practices and illustrate its relevance by applying it to the off-boarding process of a global organization.

Following the theme of renewal in our work, we continue with our second *Tools* feature authored by *Dr. Roman Soucek* and *Amanda Voss*. The authors address a practitioner need for shorter and more inviting, yet valid, scales to measure important concepts in the workplace. To this end, they describe the development of a short pictorial scale for the measurement of workplace intensity, which can be used by practitioners in interviews, workshops or when assessing workplace intensity more frequently via diary studies. Roman and Amanda offer you the entire scale so that you can try this simple and innovative tool out for yourself.

Our final article begins another format to our papers introducing a new feature, namely *Book Reviews*. *Elena Martinescu* graciously reviewed a recent book by Kathryn Waddington on a timely topic, namely gossip in organizations. Elena highlights some of the topics covered in the book and outlines some ideas for future research on gossip in organizations. We look forward to publishing further reviews and seek your suggestions for books that offer strong applied content.

We are excited to see how InPractice has grown over the years and our team is committed to expand our collaboration with practitioners as well as grow our practitioner audience. To this end, we have introduced new formats relevant for practitioners such as the Tools feature, the *Research Spotlight* and the *Book Reviews* that we have inaugurated in this issue. This being said, we are open to suggestions regarding new formats that would be attractive to you, our readers.

We are also happy to announce that our editorial team will hold two separate sessions for those interested in writing for us at the upcoming EAWOP Practitioner Skills WorkLab. The WorkLab will be held on the beautiful island of Mallorca, November 10-12, 2022 and the workshop will focus on how to organise and manage work to improve employee health and well-being. More information about the WorkLab and the programme can be found here: <http://www.eawop.org/worklab-2022>. We are looking forward to meeting you in Mallorca and discuss how you can publish with us.

We invite your contributions that might further our current understanding of the application of WOP. We especially welcome contributions that present case studies and practice-oriented tools used in WOP. These could include the presentation of new tools used in WOP practice as well as material showing how certain tools have been used in WOP interventions. Please contact us (InPractice@eawop.org) with your ideas and a short plan of the paper and we will be delighted to work with you to bring this material into publication.

Last but not least, if you are interested in the changing world of work, join us at the 21st EAWOP Congress in Katowice in 2023. The theme of the Congress is: “The Future is Now: the changing world of work” and submissions are open until October 15, 2022. There will be many activities aimed at fostering collaborations between practitioners and academics, including a number of interactive sessions during our Science + Practice stream.



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