



# BARCELONA CONGRESS

24<sup>th</sup> – 27<sup>th</sup> October 2001

hosted by the Instituto Nacional de Seguridad e Higiene en el Trabajo, Barcelona, Spain

## Programme

### WEDNESDAY 24TH OCTOBER 2001

9:00	<b>Professional Practice Forum: “Open Space”: Applied Occupational Health Psychology - Future Changes, Challenges and Chances</b> To drive forward a European approach to the practice of occupational health psychology an ‘Open Space’ discussion has been proposed. During this open space session, practitioners can together share understanding and experiences to identify the <b>future changes, challenges and chances</b> of applied OHP.
9:00- 9:05	Welcome by Co-ordinators of the Professional Practice Forum
9:05- 9:45	Introduction to the “Open Space” method and setting the agenda
9:45-10:00	“Marketplace”
10:00-11:15	Group discussions according to agenda
11:15-12:00	Plenary session: Each group presents concluding remarks – collective rating for future activities of the practice forum based on the agenda
12:00	<b>Lunch</b>
13.00	<b>Research Forum: Work Stress: From Quantitative to Qualitative Analysis</b>
13:00-13:20	<b>Phil Dewe:</b> Chair’s Introduction: Work Stress: From Quantitative to Qualitative analysis
13:20-13:30	<b>Clemens Weikert:</b> Introduction to Three Different Types of Qualitative Method
13:30-14:15	<b>Roger Sages:</b> Meaning Constitution Analysis (MCA): A Three Step Methodology Aiming at Bridging the Quantitative – Qualitative Divide
14:15-14:35	<b>Sten-Olof Brenner:</b> Using the Experience Sampling Method in Organisational Studies
14:35-14:55	<b>Jitka Lindén and Eva Torkelson:</b> A Presentation of the Diary-in-Group Method
14:55-15:05	<b>Coffee Break</b>
15:05-15:30	<b>André Büssing:</b> The Issue of Context in Quality of Working Life Research
15:30-16:00	<b>Panel Discussion:</b> It is hoped that the panel discussion will achieve two goals: a discussion of the methods presented but more particularly a discussion of the issues involved in developing, applying and utilizing qualitative methods
16.00	<b>Education Forum: Developing an International Syllabus for Occupational Health Psychology</b>
16:00-16:15	<b>Amanda Griffiths &amp; Tom Cox:</b> Chair’s Introduction: Developing an International Syllabus for Occupational Health Psychology
16:15-16:30	<b>Amanda Griffiths, Clemens Weikert, Sten-Olof Brenner &amp; Curt Johansson:</b> Education in Occupational Health Psychology: European Perspectives
16:30-16:45	<b>Michael Colligan &amp; Steve Sauter:</b> Training of OSH Professionals in the US: the NIOSH Model
16:45-17:15	<b>Discussion</b>
17:15-17:30	<b>Tom Cox, Amanda Griffiths &amp; Eusebio Rial-Gonzalez:</b> Education in Occupational Health Psychology: the European Academy’s Role
17:30-17:45	<b>Heather Roberts Fox, Gwen Keita &amp; Steve Sauter:</b> The APA’s Role in Educating Occupational Health Psychologists
17:45-18:00	<b>Discussion</b>
18:00-18:15	<b>Hans Jeppe Jeppesen:</b> The Danish Specialist Education in Work and Organizational Psychology. Does it Have a European OHP Perspective?
18:15-18:30	<b>Louise Thomson:</b> Occupational Health Psychology and E-Learning
18:30-19:00	<b>Discussion</b>
19.00	<b>End of first day</b>

## THURSDAY 25TH OCTOBER 2001

<b>9:00</b>	<b>Registration and coffee</b>	
<b>10:00</b>	<b>Welcome address by the Director of the Instituto Nacional de Seguridad e Higiene en el Trabajo (INSHT): Mr. Leodegario Fernandez Sanchez</b>	
<b>10:30</b>	<b>Chair's address: Chair of the Organising Committee, Professor Tom Cox CBE</b>	
<b>11:00</b>	<b>Keynote: Professor Julian Barling, Queen's University, Canada</b> Management Practices Affect Occupational Safety Too	
<b>11:45</b>	<b>Stress and Psychosocial Factors: Experiences and Activities Undertaken by the INSHT</b> Dr Silvia Nogareda, Instituto Nacional de Seguridad e Higiene en el Trabajo, Spain	
<b>11:05</b>	<b>Philosophical and Methodological Challenges in Real World Research</b> Dr Amanda Griffiths, Institute of Work, Health and Organisations, University of Nottingham, United Kingdom	
<b>12:30</b>	<b>Lunch</b>	
<b>14:30</b>	<b>Keynote: Professor José María Peiró, University of Valencia, Spain</b> Stressed Teams in Organizations. A Multilevel Approach to the Study of Stress in Work Units	
<b>15:20</b>	<b>Mini Symposia</b>	
	Work Factors Leading to Burnout	Room 1
	Issues in Exploring the Demand-Control Model	Room 2
	The Safety Culture and Accidents	Room 3
	Contemporary Issues in Work Stress	Room 4
	Physiological Reactions to Stress	Room 5
<b>16:30</b>	<b>Coffee</b>	
<b>17:00</b>	<b>Poster presentations</b>	
<b>18:00</b>	<b>End of second day</b>	

## FRIDAY 26TH OCTOBER 2001

9:00	<b>Registration and coffee</b>
9:30	<b>Keynote: Professor Tage Kristensen, National Institute of Occupational Health, Denmark</b> A New Tool for Assessing Psychosocial Factors at Work: The Copenhagen Psychosocial Questionnaire
10:15	<b>Poster Presentations</b>
11:00	<b>Mini Symposia</b>
	Supportive Interventions- Detecting and Dealing with Stress Room 1 The Balancing of Work and Family Life Room 2 Appraising Stressful Events Room 3 The Impact of Intervention Programmes Room 4 Work-Related Stress and the Issue of Absenteeism Room 5
12:40	<b>Lunch</b>
14:40	<b>Mini Symposia</b>
	Developing Intervention Strategies Room 1 Innovative Methods for Investigating Work-Related Stress Room 2 Measurement Applications Room 3 The Impact of Working Conditions on Work Stress Room 4
16:00	<b>End of scientific programme</b>

## 19:00 – CONGRESS DINNER

The Fira Palace Hotel  
( [www.fira-palace.com](http://www.fira-palace.com) )

**Address:** Avinguda Rius i Taulet, 1-3  
**Tel.:** +34 93 4262223  
**Fax:** +34 93 4248679

## MINI SYMPOSIA ON THURSDAY 25TH OCTOBER 2001

15:20-16:30	<b>Mini Symposia</b>		
	<b>Work Factors Leading to Burnout: Room 1</b>		
15:20-15:40	<b>Work Stress and Burnout in a Cohort from the Dutch Police Force</b> Irene Houtman & Floor Van den Heuvel	TNO Work and Employment	The Netherlands
15:40-16:00	<b>Adverse Effects of Emotional Labour: Does Social Support Help?</b> Jan Fekke Ybema, Peter Smulders & Irene Houtman	TNO Work and Employment	The Netherlands
16:00-16:20	<b>Health and Burnout of Employees Working Part-Time, Full-Time and Overtime</b> Peter Smulders	TNO Work and Employment	The Netherlands
	<b>Issues in Exploring the Demand-Control Model: Room 2</b>		
15:20-15:40	<b>A Comprehensive Approach to Psychosocial Work Environment</b> Per Øystein Saksvik, Tove Helland Hammer & Kjell Nytrø	Norwegian University of Technology and Science, Department of Psychology	Norway
15:40-16:00	<b>Psychosocial Risks in Different Groups of Workers</b> Salvador Moncada i Lluís, Imma Cortès, Rafael Gadea, Pere Boix & Clara Llorens	Union Institute of Work, Environment and Health	Spain
16:00-16:20	<b>Different Time-lags – Different Effects</b> Annet de Lange, Toon Taris, Michiel Kompier & Irene Houtman	Department of Work and Organizational Psychology, University of Nijmegen	The Netherlands
	<b>The Safety Culture and Accidents: Room 3</b>		
15:20-15:40	<b>Links Between Safety Climate and Work-Place Accidents</b> José Manuel Tomás, Sue Cox, Alistair Cheyne & Amparo Oliver	Universitat de València	Spain
15:40-16:00	<b>Stress and Injuries among Finnish Hospital Workers</b> Simo Salminen, Mika Kivimäki & Marko Elovainio	Finnish Institute of Occupational Health	Finland
16:00-16:20	<b>Is there any Relationship Between Working Time Arrangements and Safety for Offshore Workers in the North Sea?</b> Aslaug Mikkelsen, Arne Jarl Ringstad & Jon Steineke	Rogaland Research	Norway
	<b>Contemporary Issues in Work Stress: Room 4</b>		
15:20-15:40	<b>Opportunities for Skills Use and Employee Well-Being in Self-Managing Work Teams</b> Karina Nielsen, Tom Cox & Amanda Griffiths	Institute of Work, Health and Organisations, University of Nottingham	United Kingdom
15:40-16:00	<b>Technstress and Burnout among Spanish Workers: Gender Differences</b> Sonia Agut, Rosa Grau & Marisa Salanova	Universitat Jaume I	Spain
16:00-16:20	<b>Age-Related Changes in Work Perception and Work Motivation</b> Einar Baldursson	Dept. of Occupational and Environmental Medicine, Hospital of Skive	Denmark
	<b>Physiological Reactions to Stress: Room 5</b>		
15:20-15:40	<b>Background Music, Work and Well-Being</b> Philip Leather, Gary Brooks & Diane Beale	Institute of Work, Health and Organisations, University of Nottingham	United Kingdom
15:40-16:00	<b>Job Strain and Blood Pressure in Employed Men and Women: A Pooled Analysis of Four Northern Population Samples</b> Giancarlo Cesana, Roberto Sega, Marco Ferrarrio, Paolo Chiodini & Giuseppe Mancina	University of Milano Bicocca	Italy
16:00-16:20	<b>Psychophysiological, Clinical and Psychosocial Predictors of Job Stress in Portuguese Health Professionals: Preliminary Findings</b> Scott McIntyre, Teresa McIntyre, Vera Araújo-Soares, Margarida Figueiredo & Derek Johnston	Instituto Superior da Maia	Portugal

## MINI SYMPOSIA ON FRIDAY 26TH OCTOBER 2001: MORNING

11:00-12:40	<b>Mini-Symposia</b>		
<b>Supportive Interventions – Detecting and Dealing with Stress: Room 1</b>			
11:00-11:20	<b>Coping and Health in a Swedish Telecom Company from a Gender Perspective</b>		
	Eva Torkelson & Tuija Muhonen	Division of Work and Organizational Psychology, Department of Psychology, Lund University	Sweden
11:20-11:40	<b>The Importance of Health and Safety Committees for Managing Health and Safety in the Organisation of Working Time in Individual European Countries</b>		
	Hans Jeppe Jeppesen & Magnar Kleiven	Department of Psychology, University of Aarhus	Denmark
11:40-12:00	<b>A Protocol for Dutch GPs on How to Handle Work-Related Psychological Problems: A Pilot Study</b>		
	Pieter Buijs & Johannes Anema	TNO Work & Employment	The Netherlands
12:00-12:20	<b>A Survey of Mental Health Problems in Employees who Receive Counselling from Employee Assistance Programmes</b>		
	Andrew Arthur	Coutts/Corecare	United Kingdom
<b>The Balancing of Work and Family life: Room 2</b>			
11:00-11:20	<b>Antecedents and Consequences of Extended Working Hours: The Role of Internal and External Motives for Working Overtime</b>		
	Monique van der Hulst & Jantiene van Voorst-Boeve	Department of Work and Organizational Psychology, University of Nijmegen	The Netherlands
11:20-11:40	<b>Work-Family Interference as a Risk Factor for Need for Recovery, Fatigue and Psychological Distress</b>		
	Ijmert Kant, Nicole Jansen, Ute Bültmann, Frans Nijhuis & Piet van den Brandt	Department of Epidemiology, Maastricht University	The Netherlands
11:40-12:00	<b>Working Hours and Health in Flexible Work Arrangements</b>		
	Peter Ullsperger, Michael Ertel & Eberhard Pech	Federal Institute of Occupational Safety and Health	Germany
12:00-12:20	<b>The Effects of Working Full-Time or Part-Time on the Work/Family Interface of Males and Females under Specific Family and Job Conditions</b>		
	Josje Dijkers, Sabine Geurts & Irene Houtman	Department of Work and Organizational Psychology, University of Nijmegen	The Netherlands
12:20-12:40	<b>Work-Family Interface under Telework. A Challenge for Occupational Health Psychology</b>		
	André Büssing	Technical University München	Germany

<b>Appraising Stressful Events: Room 3</b>			
<b>11:00-11:20</b>	<b>The Comparative Effects of 'Offender-Initiated' and 'Colleague-Initiated' Violence upon Employee Well-Being in the Police Force</b>	Angeli Santos & Philip Leather	Institute of Work, Health and Organisations, University of Nottingham United Kingdom
<b>11:20-11:40</b>	<b>The Psychological Consequences of Aggression to Health-Care Staff</b>	Belinda Walsh & Emma Clarke	Clinical Psychology Dept. Walton Hospital United Kingdom
<b>11:40-12:00</b>	<b>Psychological Acceptance and Occupational Stress</b>	Frank W. Bond	City University, London United Kingdom
<b>12:00-12:20</b>	<b>The Need to Talk about Traumatic Events and Development of PTSD Symptoms among Fire-Fighters</b>	Bohdan Dudek & Jerzy Koniarek	The Nofer Institute of Occupational Medicine Poland
<b>12:20-12:40</b>	<b>Time Pressure, Subjective Well-Being and Task Performance among Electronic Work Groups</b>	Eva Cifre, Marisa Salanova, Susana Llorens & Isabel Martínez	Jaume I University Spain
<b>The Impact of Intervention Programmes: Room 4</b>			
<b>11:00-11:20</b>	<b>Results of a Work Stress Intervention</b>	John Klein Hesselink, Jacques Allegro & René Van der Vlist	TNO Work and Employment The Netherlands
<b>11:20-11:40</b>	<b>Reducing Burnout Risk in Home Health Care Workers in an Elderly Care Service</b>	Henrik Hopff & Susanne Østergaard	BST Horsens Denmark
<b>11:40-12:00</b>	<b>Treatment of Work-Related Psychological Complaints among Self-Employed: Design Preliminary Results of a Randomized Clinical Trial</b>	Roland Blonk & Irene Houtman	TNO Work and Employment The Netherlands
<b>12:00-12:20</b>	<b>How to be a Stressor: Training and Research Design Issues in a New Course for Heads of Departments and Senior Managers</b>	Martin Stanton & Anne Beckerton	University College London United Kingdom
<b>12:20-12:40</b>	<b>Stress, Strain and Demands of Traffic Control Operators in Public Urban Transportation</b>	Heinrich Geissler & Brigitta Geissler-Gruber	Working Life KEG Austria
<b>Work-Related Stress and the Issue of Absenteeism: Room 5</b>			
<b>11:00-11:20</b>	<b>The Demand-Control-Support as a Theoretical Framework to Predict Return-to-Work After Long-Term Sick Leave</b>	Nathalie Janssen, Helma Van den Heuvel, Frans Nijhuis & Sandra Beurskens	Maastricht University The Netherlands
<b>11:20-11:40</b>	<b>Sick-Leave Analysis: A Tool in Occupational Health Interventions?</b>	Elisabeth Goffeng & Lars Ole Goffeng	Scandinavian Airlines Norway
<b>11:40-12:00</b>	<b>To What Extent are Coping Patterns Related to Job Stress, Health and Sick Leave in Different Business Environments?</b>	Hilde Grønningsæte Staubo & Bengt Andreassen	The Norwegian University of Sport / Humentor as Norway
<b>12:00-12:20</b>	<b>Work-Motivating Factors – A Literature Review</b>	Gunvor Gard	Department of Physical Therapy, Lund University Sweden

## MINI SYMPOSIA ON FRIDAY 26TH OCTOBER 2001: AFTERNOON

<b>14:40-16:00</b>		<b>Mini-symposia</b>	
<b>Developing Intervention Strategies: Room 1</b>			
<b>14:40-15:00</b>	<b>Promoting Organizational Health as a Part of the Maintenance of Work Ability (MWA) Activity in Finland</b>		
	Kari Lindström	Finnish Institute of Occupational Health	Finland
<b>15:00-15:20</b>	<b>Social and Organisational Processes: About the Intervention Stage of a Research and Development Project in Hotel Housekeeping Departments</b>		
	Lars Onsøyen	Norwegian School of Hotel Management	Norway
<b>15:20-15:40</b>	<b>Using the Uncontrolled Work Setting to Shape the Evaluation of Work Stress Interventions</b>		
	Raymond Randall, Amanda Griffiths & Tom Cox	Institute of Work, Health and Organisations, University of Nottingham	United Kingdom
<b>15:40-16:00</b>	<b>Work Pressure: The Effectiveness of Organisational Interventions</b>		
	Sjors Frielink, John Klein Hesselink, Jac van der Klink, Jan Houtveen & Fietje Vaas	TNO Work and Employment	The Netherlands
<b>Innovative Methods for Investigating Work-Related Stress: Room 2</b>			
<b>14:40-15:00</b>	<b>Are Managers' Views of Co-Workers' Leadership Potential a Determinant to the Succession to a Managerial Position?</b>		
	Maria Melén	Department of Behavioural Sciences, Kristianstad University	Sweden
<b>15:00-15:20</b>	<b>Organisational Development as Applied Occupational Health Psychology</b>		
	Bendt Pedersen	Psychology, Institute of Communication, University of Aalborg	Denmark
<b>15:20-15:40</b>	<b>Cross-Fertilization After a Merger? An Experience Sampling Study of Creative Experiences in Heterogeneous Interactions</b>		
	Ingrid Dackert, Sten-Olof Brenner & Curt R. Johansson	Kristianstad University	Sweden
<b>15:40-16:00</b>	<b>An Experience Sampling Method Study of Health-Related Behaviour</b>		
	Sten-Olof Brenner	Centre for Work Science	Sweden
<b>Measurement Applications: Room 3</b>			
<b>14:40-15:00</b>	<b>Feasibility of the QPSNordic as an Occupational Health Method</b>		
	Anna-Liisa Elo, Kari Lindström & Anders Skogstad	Finnish Institute of Occupational Health	Finland
<b>15:00-15:20</b>	<b>Appraisal of Work Environment Changes and Stress: Validation of a New Scale</b>		
	Fabrice De Zanet & Christian Vandenberghe	Catholic University of Louvain	Belgium
<b>15:20-15:40</b>	<b>Assessment of Coping Flexibility of Young Adults in a Population-Based Study – The Flex Method Revised</b>		
	Ellen Ek	Oulo Regional Institute of Occupational Health	Finland
<b>15:40-16:00</b>	<b>Performance Analysis on a Process Control Micro-World: An Approach to Mental Workload Assessment</b>		
	Marta Díaz, Pere Ponsa & Inés Dalmau	Technical University of Catalonia	Spain

<b>The Impact of Working Conditions on Work Stress: Room 4</b>	
<b>14:40-15:00</b>	<p><b>Health and Safety in Call Centres: An Occupational Health Psychology Perspective</b></p> <p>Christine Sprigg, Phoebe Smith, Ceri Phelps, Johanna Beswick &amp; Kath Travis</p> <p>Health &amp; Safety Laboratory</p> <p>United Kingdom</p>
<b>15:00-15:20</b>	<p><b>Farmers' Working Conditions and Health</b></p> <p>Curt R. Johansson</p> <p>Department of Psychology, Lund University</p> <p>Sweden</p>
<b>15:20-15:40</b>	<p><b>The 'Secondary School' – an Organisation under Increasing Pressure</b></p> <p>Claus Friche &amp; Einar Baldursson</p> <p>Dept. of Occupational and Environmental Medicine, Hospital of Skive</p> <p>Denmark</p>
<b>15:40-16:00</b>	<p><b>Branch Profiles and Working Conditions: Secondary Analyses on the Third European Survey</b></p> <p>Frank Andries, Irene Houtman &amp; Ruurt van den Berg</p> <p>TNO Work and Employment</p> <p>The Netherlands</p>



## POSTER PRESENTATIONS ON THURSDAY 25TH OCTOBER 2001

Poster Presentations: Room 1	
17:00-17:05	<b>Development and Future Perspectives of Applied Occupational Health Psychology</b> Sirku Kivisto, Anna-Liisa Elo & Kari Lindström Finnish Institute of Occupational Health Psychology Department Finland
17:05-17:10	<b>Effects on Health and Safety in Offshore Construction Projects</b> Trygve Steiro SINTEF Industrial Management Norway
17:10-17:15	<b>Work-Life Balance: The Case for Policy Integration</b> Joanna Pryce, Amanda Griffiths & Tom Cox Institute of Work, Health and Organisations, University of Nottingham United Kingdom
17:15-17:20	<b>Engagement among Information &amp; Communication Technology Workers: A Confirmatory Factor Analysis</b> Susana Llorens, Marisa Salanova & Eva Cifre Jaume I University Spain
17:20-17:25	<b>Sero-Positive People at Work</b> João Pereira & Maria Cunha Instituto Superior da Maia Portugal
Poster Presentations: Room 2	
17:00-17:05	<b>Perspectives of Health Communications Relating to Public Relations and Social Marketing in Turkey</b> Y.Ece ÇÖKLÜ Marmara University of Communications Public Relations Dept. Turkey
17:05-17:10	<b>Work Schedules as Risk Factors for Need for Recovery and Fatigue</b> Nicole Jansen, IJmert Kant, Frans Nuijhuis & Piet Van den Brandt Department of Psychology, Maastricht University The Netherlands
17:10-17:15	<b>Interpretation and Meaning – Bridging the Gap Between a Qualitative and a Quantitative Approach – The Example of Safety Consciousness</b> Jens Kvorning, Bendt Pedersen & Einar Baldursson Psychology, Institute of Communication, University of Aalborg Denmark
17:15-17:20	<b>Burnout and Depression Related to Problem-Solving Skills</b> Carol Schober Philadelphia College of Osteopathic Medicine USA
17:20-17:25	<b>The Impact of Psychosocial Work Factors on Musculoskeletal Pain: A Prospective Study</b> Steffen Torp, Trond Riise & Bente Moen University of Bergen Norway

## POSTER PRESENTATIONS ON FRIDAY 26TH OCTOBER 2001

Poster Presentations: Room 1	
10:15-10:20	<b>Recent Developments in the Cognitive Behavioural Therapy (CBT) Literature: Implications for Worksite Stress Management Interventions</b> Paul Flaxman & Frank Bond City University United Kingdom
10:20-10:25	<b>Principal Components Analysis of the Variables Linked to Stress at Work: Survey of Non-University Teachers. Sevilla (Spain) 1999</b> Josefa Ruiz-Figueroa & Francisco J. Gómez-López Centro Nacional Medios de Protección - INSHT Spain
10:25-10:30	<b>Psycho-Emotional Dimensions of Healthy Organizations</b> Barbara Kozusznik & Marek Adamiec University of Silesia Poland
Poster Presentations: Room 2	
10:15-10:20	<b>Occupational Health Psychology in Dresden: Research and Education</b> Renate Rau University of Technology Dresden, Institute of Work and Organizational Psychology Germany
10:20-10:25	<b>The Application of Behavioural Principles to Promote Safe Practices and Reduce Injuries: An Interdisciplinary Model</b> Wanda Rosado, Scott Fraser, E. Abdel-Moty & B. Sulzer-Azaroff University of Miami USA
10:25-10:30	<b>The Need for Clinical Occupational Health Psychology</b> Einar Baldursson, Tom Cox & Claus Friche Dept. of Occupational Health, Hospital of Skive Denmark

