

Psycho-Social Health in Organizations: Research and Interventions
(International OHP Workshop), 15-17 December 2011, Timisoara, Romania

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At the end of 2011, the Psychology Department of the West University of Timisoara hosted an international workshop in Organizational Health Psychology (OHP). The workshop was organized by Dr. Coralia Sulea (West University of Timisoara) in collaboration with Dr. Eva Cifre Gallego (University Jaume I, Castellón), the event being supported by CNCS-UEFISCDI, project no. PN II-IDEI/WE-2011-054).

The workshop was remarkable in many ways, perhaps the most important one being the impressive list of invited lectures; well-known Romanian and foreign psychology researchers agreed to meet and share details of their current and future work.

The following topics were discussed: state of the art and future directions in the study of work engagement (Dr. Wilmar Schaufeli, Utrecht University), an evidence-based approach regarding the monetary value of interventions in employee well-being (Dr. Dragos Iliescu, SNSPA, Bucharest), an overview of current and possible future research on job insecurity (Dr. Hans De Witte, Leuven University), research strategies and recommendations for a scientific approach in OHP (Dr. Florin A. Sava, West University of Timisoara), ways to optimize psychosocial health at work (Dr. Eva Cifre Gallego), the current state of OHP in Romanian organizations (Dr. Delia Virga, Dr. Irina Macsinga and Dr. Coralia Sulea, West University of Timisoara). The workshop also included a round table and a working session, where Dr. Corina Ilin (West University of Timisoara) presented national and international funding opportunities for OHP research and Dr. Eva Cifre Gallego moderated the discussion about international partnerships and cross-cultural future research projects.

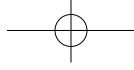
The presentations received a warm welcome from the actively involved audience, which was quite mixed, comprising psychology researchers, practitioners and graduate students. For the students of the Organizational and Occupational Health Psychology master program, attending this workshop was a rare opportunity to actually meet in person world-renowned scientist whose work is mandatory class reading. The Romanian and foreign researchers were offered the chance, through the round tables and work sessions, to create new research groups, based on their common and complementary interests, and to identify funding possibilities for this research. All workshop participants were made aware of the existing dualism in organizational and occupational health psychology, where research may be performed by studying either *the dark side* (e.g., stressors, ill-being) or *the bright side* (e.g., work engagement, well-being).

Theory and practice were masterfully combined by the lecturers, all presentations having both a solid theoretical background and either case studies or practical recommendations, regarding how the existing knowledge can be used to help improve employees' and organizations' health and well-being, while maximizing their effectiveness and performance. Special care was given to the distinction between scientific and pseudo-scientific approaches to organizational problems, and to the way in which OHP can benefit both the organizational and the scientific domain. Invited lecturers' presentations and other details can be downloaded from:

<http://occupationalhealthpsychology.wordpress.com/international-ohp-workshop/>

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By the end of the three days, the participants were already discussing the option that this should not remain a singular event, and that future versions of this workshop should happen on a regular basis. It was a very productive and pleasant opportunity for all parties involved to share and to receive information, to form new

teams and to decide on future research directions. It must definitely happen again.

We are now looking forward to see each other again at APIO's forthcoming conference in Timisoara: *Occupational Health Psychology: a challenge for organizations* (for further details, please visit <http://www.apio.ro/conferinta>).

