

## **RICARDO DIEGO BLASCO RUIZ**

- 1. License** in 1981, in Philosophy and Sciences of Education, at the University of Barcelona.
- 2. PhD** in Philosophy and Sciences of Education. University of Barcelona, Department of Methodology of Social Sciences, at the Faculty of Psychology. 1988.
- 3. Position in the University:** Full professor in the Social Psychology Department. Area of Organizational Psychology, at the Faculty of Psychology of the University of Barcelona, since 1989

### **4. Teaching experience in Work and Organizational Psychology:**

Has been teaching, since 1988, regularly courses on Organizational Psychology in different Universities (Barcelona, Tarragona, Sevilla), on different subjects. Among others:

- “Recruitment and Personnel Selection”, from 1988. (Undergraduate)
- “Methods and Technics in Social Research”, only 1988-89. (Undergraduate).
- “Organizational Psychology”, from 1995. (Undergraduate).
- “Psychology of Safety and Prevention”, at the doctoral programme “Human Resources and Organizations”, Department of Social Psychology, University of Barcelona, from 1994.
- “Psychology of Safety and Prevention”, at the doctoral inter-universities programme “Work and Organizational Psychology”, Department of Social Psychology, University of Barcelona, with University of Valencia, University of Sevilla and University of Castellón. from 2002.
- “Groupal Methods in Personnel Selection”, at the Master in “Groups Management and Analysis, in Organizations”. Department of Social Psychology. University of Barcelona, since 1990.
- “Risk Management”, at the postgraduate Master in “Management and Recycling Dangerous Materials”. University of Barcelona. 1992.
- “Social Aspects in Road Safety” at the postgraduate course on “Psychology of the Traffic Safety”. Department of Methodology, University of Barcelona. 1994.
- “Assessment Centres: An experience”, at the Postgraduate Master in “Management of Human Resources and Consultancy of Processes in Organizations”, at the University of Barcelona, 1995.
- “Recruitment and Personnel Selection”, at the Postgraduate Master in “Management of Human Resources and Consultancy of Processes in Organizations”, at the Department of Social Psychology, University of Barcelona, 1990-1997.
- “Managers Selection”, at the postgraduate Master in “Human Resources Management”, at the University of Sevilla. 1991.
- Public Safety and mobility, at the postgraduate Master “Intervention in Environmental Psychology”, at the Department of Social Psychology, University of Barcelona. 1992-1996.

- “The videoconference in Personnel Selection Interviews”, at the postgraduate Master in “Management of Human Resources”. University of Tarragona. Since 2004.

## **5. Research:**

### **Projects:**

- “Chance and Human Factors in the Traffic Accidents”. (doctoral disertation). 1988.
- “The influence of previous accidents on the probability to having a next traffic accident”. 1993-1996.
- “Managers Selection Procedures in Brasil”, at the doctoral programme ”Human Resources and Organizations”, Department of Social Psychology, University of Barcelona, 2003.
- “Managers Selection Procedures in Spain”, at the doctoral program ”Human Resources and Organizations”, Department of Social Psychology, University of Barcelona, 2004.
- “The Profession of Biologist in Catalonia”. Sponsored by the Professional Association of Biologist of Catalonia. 2002-2003.
- “Psychological aspects of Behavior and Safety into the Road Tunnels”. Sponsored by Geoconsult España, S.A. (tunnel builders). 2003-2004.
- “Distraction while driving”. Sponsored by Catalonia Traffic Authority (starting)

### **- Recent publications:**

- Blasco, R.D. (1999). El psicólogo y la selección de personal. En S. Cerro y S. Aguirre (Eds.) El psicólogo en la empresa. Barcelona: Instituto Antropológico de Barcelona. 45-66
- Blasco, R.D. (2000). Selección de Personal. En R. Reyes (Dir). Diccionario Crítico de las Ciencias Sociales. Madrid: Universidad Complutense. <http://www.ucm.es/info/eurotheo/diccionario/S/index.html>
- Blasco, R.D. (2000). De la gestión del riesgo a la gestión de la seguridad. Aspectos humanos. Revista de Psicología del Trabajo y de las Organizaciones, 16(3), 299-328.
- Blasco, R.D (2000). Le interviste nella sicurezza e nella prevenzione En G. Trentini (Ed.) Oltre l'intervista. Il colloquio nei contesti sociali Milán: UTET. 221 258
- Blasco, R.D. i Armadans, I. (2002). Estudi socioprofessional dels biòlegs a Catalunya. En M. Gual (Ed.) Els biòlegs a Catalunya. Barcelona: Col·legi de Biòlegs de Catalunya. 26 89
- Blasco, R.D., Cornejo, J.M. & Prieto, J.M. (2003). Accident probability after accident occurrence. Safety Science, 41, 481-501
- Blasco, R.D. (2004). Reclutamiento y selección de personal: Viejo y nuevo rol del psicólogo. Psicologia: Organizações e Trabalho 4(1), 91-122

- Blasco, R.D. (2004). La selección de personal y las tecnologías de la comunicación y de la información. Revista de Psicología del Trabajo y de las Organizaciones.

## **6. Professional activity:**

### **Institutional charges:**

#### **Professor responsible of undergraduate courses:**

- “Recruitment, Personnel Selection and Development”, at the Faculty of Psychology, University of Barcelona
- “Organizational Psychology”, at the Faculty of Psychology, University of Barcelona.
- Member of the Studies Council at the Faculty of Psychology, University of Barcelona.

#### **Doctoral charges:**

- Tutor of the doctorate inter-universities programme “Work and Organizational Psychology”. University of Barcelona, University of Valencia, University of Castellón and University of Sevilla.
- Director of the doctoral programme “Human Resources and Organizations” at the Department of Social Psychology, University of Barcelona.

### **Other activities:**

- Member of the Editorial Board of the Journal “Revista de Psicología del Trabajo y de las Organizaciones”. Madrid, from 1985.
- Founder Member of the Professional Association of Psychologists of Catalonia. (n. 6).