

## **JOSÉ NAVARRO CID**

**E-mail:** [j.navarro@ub.edu](mailto:j.navarro@ub.edu)

### **Degree:**

PhD in Psychology, at the University of Barcelona. In 2001.

License in Psychology (Work and Organizational Psychology field). In 1993.

Post graduates studies: Master in 'Groups Analysis and Management' at the University of Barcelona. In 1995.

### **Position in the University:**

Full professor of Work and Organizational Psychology at the University of Barcelona (since 2000).

Subjects: Social Psychology and Organizational Psychology.

### **Teaching experiences in Work and Organizational Psychology:**

-In pre-graduate:

'Organizational Psychology' in Psychology studies (1997-1998 course).

'Organizational Psychology' in Public Administration and Management studies (since 2002).

-In post-graduate:

'Assessment of Human Resources Management' in the University of Salamanca (for three years).

'Groups and Organizations as a complex systems' in the University of Barcelona (for two years).

'Organizational climate: it's evaluation and intervention' in the University of Barcelona (for two years).

'Design of Human Resources Management Audits' in the University Rovira i Virgili (Tarragona, Spain). For two years.

-In post-graduate doctoral:

'Human System Audit and Organizational Assessment' in the University of Barcelona, "Human Resources and Organizations" program (since 2002).

'Organizational Assessment and Intervention' in the Universities of Barcelona, Madrid, Valencia, Seville and Jaume I (Castellón), "Work and Organizational Psychology" program (since 2002).

### **Research:**

-Areas of interest:

Complexity Science, Complex Adaptive Systems, Work Motivation, Task Groups and Teams, Organizational Assessment, Organizational Consultancy.

-Research teams:

I belong to ASH Team (Human System Audit) of the University of Barcelona from 1997.

-Research projects:

Project: 'Diagnóstico de situación y detección de necesidades de formación en ámbitos vinculados a la gestión de los recursos humanos y la calidad de los recursos humanos' [Diagnosis of training needs in human resources management and the quality of human resources]. Objetivo 4 FORCEM. Fundació Bosch i Gimpera-Formació Continuada 'Les Heures'. From January 1998 to March 1998. Main researcher: Jose Navarro Cid.

Project: 'Hacia una gestión estratégica de los recursos humanos' [Toward a strategic management of human resources]. Objetivo 4 FORCEM. UPM (Unión Patronal Metalúrgica). From January 1997 to December 1997. Main researcher: Santiago D. de Quijano.

**-Main publications:**

Navarro, J. (in press). La Psicología Social de las Organizaciones desde la perspectiva de la Complejidad. Revisión y estado actual de una relación prometedora [The Organizational Social Psychology from the point of view of Complexity. A review of a promising relationship]. *Encuentros de Psicología Social*.

Navarro, J. & de Quijano, S. D. (2003). Dinámica No-Lineal de la Motivación en el Trabajo: propuesta de un modelo y resultados preliminares [Nonlinear dynamic in work motivation: a proposal of a model and its preliminary results]. *Psicothema*, 15, (4), 643-649.

Quijano, S., Navarro, J. & Cornejo, J. M. (2000). Un modelo integrado de compromiso e identificación con la organización: análisis del cuestionario ASH-ICI [An integrated model of organizational commitment and identification: analysis of ASH-ICI questionnaire]. *Revista de Psicología Social Aplicada*, 10 (2) 27-61.

Quijano, S. & Navarro, J. (2000). La autoeficacia y la motivación en el trabajo [Self-efficacy and work motivation]. *Apuntes de Psicología*, 18 (1), 159-177.

Navarro, J. (2000). Gestión de organizaciones: gestión del caos [Organizational management: chaos management]. *Dirección y Organización*, 23, 136-145.

Navarro, J. (2000). Gestión organizacional y teorías del caos: un marco de referencia para entender la dinámica organizativa [Organizational management and chaos theory: a framework to understand the organizational dynamics]. *Revista Europea de Dirección y Economía de la Empresa*, 9 (2), 41-52.

Quijano, S. & Navarro, J. (1999). El ASH (Auditoria del Sistema Humano), los modelos de calidad y la evaluación organizativa [The HSA (Human System Audit.), the quality models, and the organizational assessment]. *Revista de Psicología General y Aplicada*, 52 (2-3), 301-328.

Quijano, S. & Navarro, J. (1998). Un modelo de la motivación en el trabajo: conceptualización y medida [An integrated model of work motivation: conceptualize and measurement]. *Psicología del Trabajo y de las Organizaciones*, 14 (2), 193-216.

**Professional activities:**

Sub director in Master 'Human Resources Management and Processes Consultation'. Fundació Bosch i Gimpera – University of Barcelona. Since 2002.

Contract with Winterthur Insurance. From 2002 to 2003. Activity: organizational climate assessment and study of best practices.

Contract with CAIFOR. In 1999. Activity: human resources audit and organizational assessment.

Contract with Cristian Lay. In 2002. Activity: design of training plan for managers (medium and top), and design and implementation of a performance appraisal.

