

SANTIAGO QUIJANO

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1. Licenses and/or PhD.

1. **Applied Psychology Diploma** by Applied Psychology School of University of Barcelona. Spain. (1971)
2. **Philosophy Degree** by University of Barcelona. Spain. (1973)
3. **Psychology Doctor** by University of Barcelona. Spain. ((1982)
4. **Organizational Development Master** by GR Organizational Development Institute of Tel Aviv (Israel) (1998)

2. Position in the University:

1. Full Professor at the Faculty of Psychology at the University of Barcelona.since 1992.

3. Teaching experiences.

Invited professor at different Spanish Universities : U. de Sevilla, U.de Valencia, U.Autónoma de Madrid, U.Complutense de Madrid, U.Politécnica de Madrid, U. del País Vasco, U.de Gijón, U. de Salamanca, U. de Valladolid, U. de Almeria, U. de Murcia.

4. Research.

a) Interests:

I. Developing the HSA (Human System Audit) in organizations. It is a Psychological and Integrated Packet for measurement and an Organizational Behavior Model focusesd on: 1. Quality of Human Resources Management Systems. 2. Psychosocial processes in organizations (Culture, Climate, Leadership, Group and Team development, Participation, and Organizational Changing Shered Attitudes). 3 Psychological processes in organizations (self-efficacy, instrumentality, equity, rol conflict, etc.). 4. The “Human Resources Quality”, a concept integrated by: Motivation, Identification and Commitment, (Competencies), Stress, Activity, and Burn-out, Satisfaction, and Quality of Working Life. **II.** Applying this approach to health care sector and integrating the “data mining” system in data analysis to determine main variables that explain results and effectiveness.**III.** Integrating the two Organizational Consultancy approaches: expert consultancy and process consultancy. How and when to use knowledges and skills of these two different methods to help organizations in their needs and development.

b) selection of the main publications from 1999

QUIJANO, S. y NAVARRO, J. (1999) El ASH (Auditoría 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*. Vol. 52, 2-3, pp. 301-328.

This article has been edited also, as book chapter, by DUARTE GOMES, A. et alii. (2000) in *Organizações em Transição. Contributo da Psicologia do Trabalho e das Organizações*. 171-214. Coimbra. Imprensa da Universidade. Portugal.

QUIJANO, S. (2000) *Organizaciones: ¿Qué son? ¿Cómo han sido pensadas? Su comportamiento. Su evaluación. (Organizations: What they are? How they have been thought? Their behavior. Their assessment.)* Editorial Bárdenas. Barcelona.

QUIJANO, S. (2000). La gestió integrada dels recursos humans. (The Integrated Human Resources Management). En *PONENCIES, Segon´-Tercer Simposi UNIVERSITAT-EMPRESA*. Centre Universitari Baix Penedés. Adscrit a la Universitat Rovira Virgili. Pp. 59-80.

QUIJANO, S. y NAVARRO, J. (2000). La Autoeficacia y la Motivación en el Trabajo. (Self-efficacy and Work Motivation). *Apuntes de Psicología*. Vol. 18. n. 1. pp. 159-177

QUIJANO, S. y NAVARRO, J. (2000). Un modelo integrado de compromiso e identificación con la organización: análisis del cuestionario ASH-ICI. (An integrated model of organizational identification and commitment.) *Revista de Psicología Social Aplicada*.

QUIJANO, S. (2001) Liderazgo carismático y liderazgo transformacional. Viejas cuestiones y nuevas perspectivas. *Revista de Psicología Social* (16) 1, pp.116-122.

NAVARRO, J., QUIJANO S. (2003) Dinámica No-lineal de la Motivación en el trabajo: propuesta de un modelo y resultados preliminares. *Psicothema*, 15 (4), pp. 643-649

VALVERDE, M., QUIJANO S. y SOLER, C. (2003) Human Resource Management as a shared function: an exploratory study of responsibilities and agent in the managing of people. *IV International Workshop. HRM in the new economy*. Cadiz 18-21 Marzo, 2003 (award to the best paper).

NAVARRO J., QUIJANO S., y BARNETT C. (2003) Percepciones de autoeficacia y de instrumentalidad: relaciones entre procesos cognitivos determinantes de la motivación en el trabajo. *Encuentros en Psicología Social* (1) , pp..

QUIJANO S., CORNEJO J.M., YEPES M. y FLORES R. (2005) La calidad de los procesos y recursos humanos como parte de la calidad del sistema humano de la organización: conceptualización y medida. *Anuario de Psicología*. Revisado y aceptado para su publicación.

5. Professional activities.: Human Resources Management and Organizational Consulting Master's Director, at the *Bosch and Gimpera Foundation* (Business and University) of the University of Barcelona. From 1991 until now.

Director of Human Processes and Resources Area at the *Bosch and Gimpera Foundation* of University of Barcelona. Between 1999 until 2003.

Organizational Consultant, at the *Bosch and Gimpera Foundation* of U.B. Since 1992 . I worked with Nissan Motor Ibérica, Estibarna, Caifor, The Colomer Group, Boehringer Ingelheim, Electricité de France et Gaz de France (EDF and GDF)etc.

Staff-consultant in the Annual... Leadership, Transformation and Management organized by INNOVA, IFSI (International Forum for Social Innovation) and Bosch and Gimpera Foundation, at Lloret de Mar, Catalunya, Spain. For two years (2000 and 2001) and co-organizer for eight editions, since 1998 until now.

At this moment I'm **director of a LEONARDO PROJECT** called **HSA (HUMAN SYSTEM AUDIT FOR THE HEALTH CARE SECTOR)** that includes four countries (UK, Portugal, Poland, and Spain) universities and hospitals.

Membership of Professional bodies: - ENOP (EUROPEAN NETWORK OF ORGANIZATIONAL PSYCHOLOGISTS) THAT ASSOCIATES PROFESSORS OF WORK AND ORGANIZATIONAL PSYCHOLOGY FROM EUROPEAN

UNIVERSITIES;- ***EAWOP (EUROPEAN ASSOCIATION OF WORK AND ORGANIZATIONAL PSYCHOLOGY; - APDO (ORGANIZATIONAL DEVELOPMENT PRACTITIONERS ASSOCIATION)***