

VICENTE GONZÁLEZ-ROMÁ

1. License in Psychology. University of Valencia.

2. PhD in Psychology. University of Valencia

3. Position in the University: Associate Professor .Dpt. Methodology of the Behavioural Sciences. University of Valencia.

4. Teaching experience:

- Number of 5-year periods of teaching that have been positively evaluated by the University Commission according to the Spanish law: 3.

- Pre-graduate teaching:

Psychometrics, Data Analysis in Psychology, Research design fundamentals, Experimental Psychology.

- Post-graduate teaching (masters).

Job stress, Master course on Work Risk Prevention, University of Valencia.

Training in organizations, Master course on Human Resources Management, University of Valencia.

Training in organizations, Master course on Human Resources Management, University of Almería.

Communication in organizations. MBA, Polytechnic University of Madrid.

Team working. Master course on Human Resources Management in the Public Sector, Polytechnic University of Valencia.

- Post-graduate doctoral studies.

Multilevel analysis in organizations. Inter-University doctoral programme on Work and Organizational Psychology (quality awarded from Spanish Ministry of Education and Science).

Multilevel analysis in organizations. Doctoral programme on Management. ISCTE (High Institute of Work and Organizations Studies), Lisbon, Portugal.

Multilevel analysis in organizations. Doctoral programme on Social and Organizational Psychology. ISCTE (High Institute of Work and Organizations Studies), Lisbon, Portugal.

Causal Modelling. Doctoral programme on Social and Organizational Psychology. University of Valencia.

5. Research:

- Number of 6-year periods of research that have been positively evaluated by a National Commission according to the Spanish law: 2.
- Member of the Research Unit on Work and Organizational Psychology of the University of Valencia.
- Member of the R + D + I group awarded by Generalitat Valenciana 03/195 (from 2003 to 2006).

- Recent publications:

- González-Romá, V. & Lloret, S. (1998). Construct validity of Rizzo et al.'s (1970) role conflict and ambiguity scales: A multi-sample study. *Applied Psychology: An International Review*, 47, 535-545.
- González-Romá, V.; Peiró, J. M.; Lloret, S. & Zornoza, A. (1999). The validity of collective climates. *Journal of Occupational and Organizational Psychology*, 72, 25-40.
- Peiró, J. M.; González-Romá, V. & Cañero, J. (1999). Survey feedback as a tool for changing managerial culture: Focusing on users' interpretations-a case study. *European Journal of Work and Organizational Psychology*, 8, 537-550.
- Van Muijen, J. J., Kopman, P. (The Netherlands), De Witte, K., De Cock, G. (Belgium), Susanj, Z. (Croatia), Lemoine, F. (France), Bourantes, D., Papalexandris, N. (Greece), Branyicski, I. (Hungary), Spaltro, E. (Italy), Jesuino, J. Gonzalez das Neves, J. (Portugal), Pitariu, H. (Rumania), Konrad, E. (Slovenia), Peiró, J., González-Romá, V. (Spain) & Turnipseed, D. (USA). (1999). Organizational Culture: The FOCUS questionnaire. *European Journal of Work and Organizational Psychology*, 8, 551-568.
- Peiró, J.M., González-Romá, V., Tordera, N. & Mañas, M. A. (2001). Does Role Stress Predict Burnout over Time among Health Care Professionals? *Psychology and Health*, 16, 511-525.
- González-Romá, V., Peiró, J.M. & Tordera, N. (2002). An examination of the antecedents and moderator influences of climate strength. *Journal of Applied Psychology*, 87, 465-473.
- Schaufeli, W., Salanova, M., González-Romá, V. & Bakker, A. B. (2002). The measurement of engagement and burnout: a two sample confirmatory factor analytic approach. *Journal of Happiness Studies*, 3, 71-92.
- Buunk, B. P., Zurriaga, R., González-Romá, V., & Subirats, M. (2003). Engaging in upward and downward comparisons as a determinant of relative deprivation at work: A longitudinal study. *Journal of Vocational Behavior*, 62, 370-388.
- Lloret, S. & González-Romá, V. (2003). How do respondents construe ambiguous response formats of affect items? *Journal of Personality and Social Psychology*, 85, 956-968.
- Hernández, A., Drasgow, F. & González-Romá, V. (2004). Investigating the Functioning of a Middle Category by Means of a Mixed-Measurement Model. *Journal of Applied Psychology*, 89, 687-699.

- Participation in granted research projects.

Team climate formation and its influence on team outcomes. DGICYT 1995-1998.

Management behaviours, organizational climate, and team outcomes in Primary health care. Fondo de Investigación Sanitaria (FIS). 1998-1999..

Perceptive climate, affective climate and dispersion theory. Antecedents and consequences of team climate configuration. Ministerio de Ciencia y Tecnología. 2000-2003. Investigador Principal.

Diversity and performance in work teams. Ministerio de Educación y Ciencia. 2004-2007.

6. Professional activity:

Consultancy projects:

Climate and work satisfaction of Primary Health Care Teams. Conselleria de Sanitat i Consum de la Generalitat Valenciana. 1987-1990.

Absenteeism's psychological correlates in Valencian Public Health Service. Conselleria de Sanitat i Consum. Generalitat Valenciana. 1992-1994

Quality of working life of IVVSA employees. 2003-04. Instituto Valenciano de la Vivienda de la Generalitat Valenciana.

Implementation of a performance assessment system. 2003-04. Caja Rural de Torrent.

7. Staff mobility:

Research stay at Organisation Studies Group. Aston Business School. Aston University. Birmingham (U.K.) Director: Prof. Michael A. West. September 2000.

Research stay at Organisation Studies Group. Aston Business School. Aston University. Birmingham (U.K.) Director: Prof. Michael A. West. 1st-14th July 2001.

Teaching activities at:

University of Almería, Spain.

UNED, Madrid.

University Jaume I, Castellón, Spain.

ISCTE (High Institute of Work and Organizations Studies), Lisbon, Portugal.

Miguel Hernández University, Elx, Spain.