

JOSE M. PEIRÓ

- 1. License** in Philosophy (Univ. of Valencia 1975). **PhD.** in Philosophy (Univ. of Valencia, 1977). License in Psychology (Univ. Complutense of Madrid, 1976).
- 2.** Professor of Work and Organizational Psychology in the Dpt. of Social Psychology. University of Valencia since 1983.
- 3. Teaching experience** in Work and Organizational Psychology.
 - Number of 5-year periods of teaching that have been positively evaluated by the University Commission according to the Spanish law: 5.

He is the coordinator of the Interuniversity Doctoral Programme of Work and Organizational Psychology awarded since 2002 by the Ministry of Education with the quality recognition. Universities that take part in the programme are: Barcelona, Complutense of Madrid, Sevilla, Jaime I of Castellón and Valencia. He has been invited professor in several doctoral programmes taught by the following Universities: Almería, Autónoma de Madrid, Barcelona, Jaime I de Castellón, Oviedo, País Vasco, Valencia, Instituto Superior de Ciencias do Trabalho e da Empresa, Lisboa...).

He is director of the Master of Human Resource Management in the University of Valencia and of the MBA of the Universidad of Valencia y the University of Anglia (UK). He is also coordinator of the specialty of Ergonomic y Psychosociology of the Master in Labor Risk Prevention of the Universidad of Valencia and of the UIMP. He has been invited professor in several Master programmes and postgraduate programmes on the following topics: Human Resources management, Organizational development, organizational change management, Occupational health psychology and work risk preventions in several universities such as Almería, Barcelona, Granada, La Laguna, Politécnica de Madrid, Complutense de Madrid, Murcia, Oviedo, País Vasco, Salamanca, Sevilla, Valladolid, Politécnica de Valencia y Valencia-Estudi General, Porto, Instituto Tecnológico de Celaya, México, Buenos Aires, Universidad Pontificia de Lima, Perú...)

He has been the Spanish coordinator of an Erasmus programme in Work and Organizational Psychology, Director of a COMMETT programme to promote exchange between the Universidad de Valencia and a Belgian company (ORPSY) and has been member of the coordinating of the TEMPUS Programme in cooperation with the University of Nottingham, Groningen, Nimega, Valencia and Cracovia. He is tutor of Erasmus students of the Universidad de Valencia. Researcher in the European Project Europsy for the development of a European Diploma of Psychology (Europsy, 1998-2004). He has been invited professor in several Summer Schools, among them the four editions of the European Summer School (Berlin, Sept. 1989; Tilburg, 1992; Budapest, 1997; Paris 2002).

He has cooperated in the development of the proposal about the teaching of Psychology in Spain sponsored by the Spanish accreditation Agency (ANECA, 2004) and has been advisor of the Deans Conference of Spanish Faculties of Psychology and in the I and II Conference of the Deans of the Iberoamerican Faculties of Psychology (Bogota, 2002; Santiago de Chile, 2004)

He has been member of the Scientific Advisory Board of the Work Research Centre at the University of Tilburg (Holanda), member of the evaluation panel of the Instituto Superior do Ciencias do Trabalho e da Empresa de Lisboa (Portugal) and member of the scientific advisory board of the Institute for Research on Work Stress of the University of Cracovia (Polonia). He has been external evaluator of the work research institutes in France (named by the Ministry of Universities) and of the Psychology teaching in Portugal (named by the Ministry of Education). Furthermore, he has acted as referee and assessor of research projects submitted to the Spanish and the Italian research founding National bodies and has also acted as external assessor for the Catalan Agency of the Quality of Higher Education System.

5. Research:

- Number of 6-year periods of research that have been positively evaluated by a National Commission according to the Spanish law: 4.

He is director of the Unidad de Investigación de Psicología de las Organizaciones y del Trabajo (UIPOT) (1983) and of the Group I+D+I of the Programme of Research Group of the Generalidad Valenciana (grupos03/195) (2003-). He is also invited senior researcher of the Instituto Valenciano de Investigaciones Económicas. IVIE (2004-)

He has been member of several international research teams: Information Management in a Multi-Service Environment (COST 11 Ter Programme of the CEE), WOSY International Research Team, The Management of Organizational Cultures: FOCUS-92 and Cooperation Technologies CoTECH, of the COST 14 Programme of the CEE. He has directed the research team of the University of Valencia in the Leonardo project on Human Resources Management in SMEs. He also directed the Leonardo PROACTIVE to develop a methodology to anticipate competences need in SMEs (U.E. 1997-1999). He has been member of the EUROPSYCHT, Leonardo Project to develop a European Diploma of Psychology (1999-2001). He is member of the international research team Psychological Contracts across Employment Situations (PSYCONES) sponsored by the National Association for the Quality of Working Life of Sweden (2001-2) and of the European Project Psychological Contracts across Employment situations sponsored by the Vth Framework Programme of the E.U. He has directed several projects found by the Spanish and regional agencies of Research.

- Some recent publications are
 - Peiró, J.M. & Meliá, J.L. (2003). Formal and informal interpersonal power in organisations: testing a bifactorial model of power in role-sets. *Applied Psychology: an international review*, 52 (1), 14-35.
 - Agut, S., Grau, R. & Peiró, J.M. (2003). Competency needs among managers from Spanish hotels and restaurants and their training demands. *International Journal of Hospitality Management*, 22, 281-295.
 - Väänänen, A., Toppinen-Tanner, S., Kalimo, R., Mutanen, P., Vahtera, J. & Peiró, J.M. (2003) Job characteristics, physical and psychological symptoms, and social support as antecedents of sickness absence among men and women in the private industrial sector. *Social Science and Medicine*, 57, 807-824.
 - Isakson, K., Bernhard, C., Claes, R., De Witte, H., Guest, D., Krausz, M., Mohr, G., Peiró, J.M., Schalk, R. (2003) Employment Contracts and

psychological contracts in Europe. Saltsa – Joint Programme for Working Life Research in Europe.

- Agut, S., Grau, R., Peiró, J.M. (2003). Individual and contextual influences on managerial competency needs.. *The Journal of Management Development*, 22 (10), 906-918.
- Bravo, M.J., Peiró, J.M. Rodríguez, I., Whitely, W. (2003). Social antecedents of the role stress and career-enhancing, strategies of newcomers to organizations: a longitudinal study. *Work & Stress*, 17 (3), 195-217.
- Peiró, J.M., García-Montalvo, J., & Gracia, F. (2002). How do young people cope with job flexibility?: Demographic and psychological antecedents of the resistance to accept a job with non-preferred flexibility features. *Applied Psychology: An International Review*, 51, 43-66.
- Salanova, M., Peiró, J. M., & Schaufeli, W. (2002). Self-efficacy specificity and burnout among information technology workers: An extension of the job demand-control model. *European Journal of work and organizational psychology*, 11 (1), 1-25.
- Zornoza, A., Ripoll, P., & Peiró, J. M.(2002). Conflict management in groups that work in two different communication contexts. Face-to-face and computer-mediated communication. *Small Group Research*, 33 (5), 481-508.
- Peiró, J.M., González-Roma, V., Tordera, N., & Mañas, M. (2001). Does Role Stress predict burnout over time among health care professionals? *Psychology and Health*, 16, 511-525.
- Rodríguez, I., Bravo, M.J., Peiró, J.M., & Schaufeli, W. (2001). The Demands-Control-Support Model and Locus of Control, and Its Effect on Job Dissatisfaction: A Longitudinal Study. *Work & Stress*, 15 (2), 97-114.
- Peiró, J.M. (2001). Stressed Teams in Organizations. A multilevel approach to the Study of Stress in Work Units. En Joanna Pryce, Clemens Weilkert & Eva Torkelson (Eds.). *Occupational Health Psychology: Europe 2001*, pp. 9-13.
- Peiró, J.M., González-Romá, V., Ripoll, P., & Gracia, F. (2001). Role stress and work team variables in primary health care teams: A structural equations model. En J. Jonge, P. Vlerick, A. Büssing, W. Schaufeli (Eds.) *Organizational Psychology and Health Care at the start of a New Millennium*. Rainer Hampp Verlag, Munchen und Mering, pp.105-120.

6. Professional activity:

He directed several consulting activities for companies and institutions of Public Administration under specific agreements developed by the University of Valencia and the companies involved. The main areas of professional and scientific intervention have been: Evaluation of Continuous Education Programmes by FORCEM and European Social Founding, organizational climate studies, training design for companies, managerial decision making, organizational assessment, program evaluation, organizational development, work unit analysis, job description and analysis, personnel motivation, absenteeism, competences for work...

He has been president of the Fundación Instituto Pro-Desarrollo de Torrent (1984-1988) and member of the Board Council of the Fundación Caixa Torrent; Vicepresident of the

Consejo de Administración de la Caja de Ahorros de Torrent (1984-1988). He also has been member of the Consejo Social de la Universitat de Valencia (1996-1999) and of the patronato de la Fundación Universidad-Empresa, ADEIT de la Universitat de Valencia (1996-). Member of the Consejo Académico de la Cátedra de Cultura Empresarial de la Universitat de Valencia and of the Consejo Científico de la Cátedra de Innovación y Creatividad de la Universitat Jaume I de Castelló.

7. Staff mobility:

He has been invited professor in the Social and Applied Psychology Unit of Sheffield University (1985), and in the Facultad Latinoamericana de Ciencias Sociales, FLACSO, (Buenos Aires, March, 1989), in the Universidad of Buenos Aires (Buenos Aires, October, 1999), in the ESCA del Instituto Tecnológico of México DF (December, 2000) and in the Institute of Education of the University of London (2001).