

ROSARIO ZURRIAGA-LLORENS

1. License in Psychology (Univ. of Valencia, 1980)

2. PhD in Psychology cum laude (Univ. of Valencia, 1987). Exceptional award of the University of Valencia (1988).

3. Position in the University: Associate Professor of Work and Organizational Psychology in Dpt. of Social Psychology. University of Valencia.

4. 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: 3

- Pre-graduate teaching:

Social Psychology of disabilities (from 1984 to 2004)

Social Skills (from 1994 to 2001)

Group Psychology (from 1994 to 1996)

Organizational behaviour (1997, 1998, 1999, 2001)

- Post-graduate teaching

Organizational development (from 1998 to 2005)

Skills of management (from 1994 to 2005)

- Post-graduate doctoral studies.

Social Psychology of Health

Skills of management in organization

Work teams mediated by new information technology and leadership. Doctoral studies quality awarded from Spanish Ministry of Education and Science.

5. Research:

- Member of the Research Unit on Work and Organizational Psychology of the University of Valencia.

- Recent publications:

- Peiró, J.M.; Gonzalez-Romá, V. Lloret, S.; Bravo, M.J. & Zurriaga, R. (1999). Predictors of absenteeism among public health services employees. In Pascal M. Leblanc, Maria Peters, André Büsing and Wilmar Schaufeli (Eds.). *Organizational Psychology and Health Care. European Contributions*. Rainer Hampp Verlag, München.

- Zurriaga, R.; Belmonte, J.; Gosálvez, I. & Subirats, M. (2000). La influencia del clima social sobre los miembros de los equipos de atención primaria. In Domingo

Caballero, M.Teresa Méndez y Juan Pastor (Eds): La mirada Psicosociológica: grupos, procesos, lenguajes y culturas. (pp. 307-330). Madrid, Spain: Biblioteca Nueva.

- Zurriaga, R.; Ramos, J. González Romá, V.; Espejo, B. & Zornoza, A. (2000). Efecto de las características del trabajo sobre la satisfacción, el compromiso y el absentismo en organizaciones sanitarias. *Revista de Psicología Social Aplicada*. Vol. 10, nº 3, 85-97
- Buunk, B.P.; Zurriaga, R.; Gonzalez Roma, V. & Subirats, M. (2003). Engagin in upward and downward comparisons as a determinant of relative deprivation at work: A longitudinal study. *Journal of Vocational Behavior*, 62, 370-388.
- Buunk, B.P.; Zurriaga, R.; Peiro, J.M.; Nauta, A. & Gosalvez, I. (2005). Social comparisons at work as related to cooperative social climate and to individual differences in social comparison orientation. *Applied Psychology: an international review*. 54 (1), 61-80.

- Participation in recent granted research projects.

- “Coping in persons with spinal cord injury”. Granted by the Ministry of Education and Science. Research director: Rosario Zurriaga-Llorens (1990-1993).
- “Managment functions, work climate and results in Prymary Health Care teams. A Longitudinal Study”. Granted by the Fondo de Investigacion Sanitaria. Research director: Rosario Zurriaga-Llorens (1997-1999)
- “Manager role analysis in tourist service organizations and its incidence on quality service”. Granted by the Generalitat Valenciana. Research director: José M. Peiró. (1995-1998)
- “Service´s climate and emotional work in jobs with high interaction with users its incidence on quality service perceptions”. A research in tourist organizations”. Granted by the Ministry of Education and Science. Research director: Jose M. Peiro (2000-2001)
- “Evaluation of help motivation as variable giving rise to burnout”. Granted by the Conselleria de Sanitat (Generalitat Valenciana). Research director: Pedro R. Gil-Monte. (2001)
- “Survey Feedback as a strategy to improve quality service in tourist organizations: An experimental and longitudinal field research”. Granted by the Ministry of Education and Science. Research director: Jose Ramos-Lopez (2002-2005).

6. Professional activity:

- Collaborator in Personnel Selection of non staff workers of the University of Valencia in 1991
- Participant in a project to study absenteeism in workers of the Valencian Health Service (Valencian Community, Spain) in 1992.

- Training needs analysis in restaurants in Valencian Community (Spain) in 1998.
- Professor of different courses on managerial skills in several public and private organizations from 1987 to 2005.

7. Staff mobility:

- Visiting professor. University of Oklahoma (Norman, Oklahoma.U.S.A). 1997.