

The Research Unit of Organizational, Work and HR Psychology. University of Valencia. Spain (web: www.uv.es/uiopot)

This Research Unit was created in 1981 by prof. José M. Peiró and currently is integrated by 20 researchers and by 18 doctoral students at the University of Valencia. Furthermore, about 15 researchers from other 11 Spanish Universities and 1 Portuguese University are also members of the research unit. You can visit the web page for further information of the activities of the Research Unit.

Research activities and projects are currently organized in the UIPOT according to the master plan presented in figure 1, that covers nine areas or topics of research, each of it comprising several research projects (a description of the projects included in each of the topic can be found in the web page of the unit, section of research).



TOPIC 1. Historical perspective, theoretical developments and profession in Work and Organizational Psychology.

Research is focused on the revision of current developments in Work and Organizational Psychology in Spain. Furthermore, one of the developments is that of a theoretical framework for the study of work and organizational psychology (the

AMIGO model). Finally, issues related to the profession such as the development of a European Diploma of Psychology are also included in this line of research.

TOPIC 2. Human and social capital and the flexible labour market. Work entry and organizational socialization.

Starting from previous research on work socialization of youth, our Research Unit stated a fruitful cooperation with the Valencian Institute of Economic Research to develop the Observatory of Youth incorporation into the labour market and work entry, in several Spanish regions. This series of studies has been inspired in human capital theory as well as psychological theories on school to work transition and organizational socialization. In addition, research under this topic is paying attention to the flexibility of the labour market and the implications of types of contracts on workers health and well being outcomes and the role that psychological contract play on these relationships. Recently, the phenomenon of trust and its antecedents and consequences is being researched in a broader context of research project on social capital.

TOPIC 3. Organizational change: Training and innovation in organizations.

Organizational change and innovation is more and more frequent in the current economic and social context of organizations. In this environment anticipation is one relevant strategy to cope with changes and to prepare for future demands. Training it is also a relevant tool for change and adaptation, especially if it is good quality, innovative and strategically designed and managed. In the present line of research, several projects aimed to better understand change in organizations and to develop methodologies to improve training strategic management to improve adaptation of SMEs to their changing environment.

TOPIC 4. Team design, processes and outcomes when performing work mediated by new information and communication technologies.

This research topic has been mainly carried out in the laboratory of GroupNICT existing in our research unit (see for a description the web page). Experiments in recent projects aim to understand the emergence of group processes such as leadership, cohesion, and group climate in virtual teams that have no experience of working face-to-face together. Also time pressure conditions have been carefully analyzed in order to provide relevant information to improve teamwork under such situations. Recently, a field project has been carried out analysing the work processes of teams in MBA courses that have to develop several projects supported by an electronic platform.

TOPIC 5. Formation processes of work-unit and organizational climate. Antecedents and consequences.

Climate in organizations and teams is conceptualised as shared perception of the members of such a social entities on their relevant facets. We have distinguished

in this concept perceptive climates from affective climates in order to include in our research not only shared cognitions about teams and organizations but also shared affects, emotions and moods. Furthermore, we aim to understand the processes that shape the congruence of team members' cognitions and affect to make climate emerge. In this context, Dispersion theory has proved useful to better understand climate formation. Furthermore, antecedents such as leader-members interaction, leadership charisma, team-member interaction, some structural features of the teams and other factors have proved relevant antecedents of climate formation.

TOPIC 6. Work stress and psychosocial factors in work risk prevention.

In this area of research, stress experiences at work are studied from a psychosocial perspective, which recently is emphasizing a collective study of stress appraisal, emotions and coping, as well as their consequences. Furthermore, several consequences of stress, such as burnout are also studied. Finally, some projects focus on the implications of research on stress, health and psychological well-being for the assessment and intervention of psychosocial risks at work and their prevention.

TOPIC 7. Service quality in organizations and clients satisfaction.

This research line aims to identify the antecedents, the dimensions of service quality and their relationships with cognitive, affective and behavioural responses of clients. Among the antecedents, we study structural features of the organization like facilitators and obstacles, management functions and activities as well as employees experiences such as emotional labour. Recent projects have focused on tourism industry organizations, mainly hotels and restaurants. In one of the projects, emphasis on intervention service quality improvement strategies is placed.

TOPIC 8. Employees' absenteeism, satisfaction and other attitudinal and affective responses.

In this area of research several projects have focused on employee satisfaction, its measurement and the study of the relations with other correlates. Furthermore, absenteeism has received special attention because of this behaviour has clear effects for the individual and the organizations. Sickness leave can be an indicator of psychosocial risks hampering psychological well-being and producing strain. A methodology to help management and middle management to analyze potential causes of absenteeism, to revise the procedures used to follow up and to manage absenteeism episodes and to identify preventive and corrective intervention strategies has been developed and implemented in some organizations.

TOPIC 9. Research methodology in Work and Organizational Psychology.

Research on this area focuses on methodological issues relevant for work and organizational Psychology.