

## NÚRIA TORDERA

**1. License** in Psychology (1993). University of Valencia.

**2. PhD** in Psychology (2002). University of Valencia.

**3. Position in the University:** Associate Professor 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 Rovira i Virgili and the University of Valencia according to the Spanish law: 2

– **Pre-graduate teaching:** Teaching several subjects (work psychology, organizational behaviour, group dynamics, team work) at different schools and faculties at the University of València and University Rovira I Virgili

**-Post-graduate teaching** Teaching several subjects in work and organizational psychology at the postgraduate level: Master in Human Resources Management (Universitat Rovira i Virgili) Erasmus Mundus Masters in Work, Organizational and Personnel Psychology (WOP-P), Master in Human Resources Management and Master in Tourism Management (University of Valencia)

### **5. Research:**

- Number of 6-year periods of research that have been positively evaluated by the Ministry of Education according to the Spanish law: 2

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

-Member of excellence R + D + I group awarded by Generalitat Valenciana 03/195 (from 2003 to 2006).

### **-Selected Publications**

González-Romá, V; Peiró, J.M. y Tordera, N. (2002) An Examination of the Antecedents and Moderator Influences of Climate Strength *Journal of applied psychology* 87, 3, Páginas 465-743.

Peiró, J.M.; González-Roma, V.; Tordera, N. y Mañas, M. (2001). Does Role Stress predict burnout over time among health care professionals? *Psychology and Health*, vol. 16, pp.511-525

Tordera; N.; González-Romá; V. & Peiró; J.M.(2008) The moderator effect of psychological climate on the relationship between leader-member exchange (LMX) quality and role

overload.913676 - European Journal Of Work And Organizational Psychology.17,pp. 55 - 72.

Väänänen A; Tordera N; Kivimäki M; Kouvonon A; Pentti J; Linna A; & Vahtera J. (2008).The role of work group in individual sickness absence behavior. *Journal of Health and Social Behavior*.49,pp. 452 - 467.

Potocnik, K., Tordera, N., & Peiró, J. M. (2009) .The role of human resource practices and group norms in the retirement process.912922 - European Psychologist.14,pp. 193 - 206.

Potocnik, K., Tordera, N.,& Peiro, J. M.(2010) .The influence of the early retirement process on satisfaction with early retirement and psychological well-being .911640 - International Journal of Aging & Human Development.70,pp.251 - 273.

Peiro, J. M Tordera, N., & Potocnik, K.,; (in press) Retirement Practices in Different Countries In Wang, M. *The Oxford Handbook of Retirement*. Oxford Press

Tordera, N. & González-Romá, V. (2011) El liderazgo relacional: la calidad de la relación de intercambio líder-miembros (LMX). In Molero, F. y Morales F., Liderazgo. Madrid: Alianza.

#### **-Participation in granted research projects (selected projects)**

Participation in the Consolider Eje C Project (SEJ 2006- 14086) Programa de investigación en Psicología de las organizaciones y del trabajo: Unidades de trabajo y calidad de vida laboral.

Diversidad y rendimiento en los equipos de trabajo (2004-2006). (Diversity and performance in work teams) Ministry of Science and Technology. Plan Nacional de I+D+I

El estrés laboral ¿oportunidad o amenaza? Un estudio sobre el estrés en el trabajo y su afrontamiento individual y colectiva. (Work stress, threave or threat?. An investigation about work stress and individual and collective coping. Conselleria d'Empresa, Universitats i Ciència. Generalitat Valenciana GV05/016

#### **7. Professional activity:**

Participation in different organizational training programmes as a trainer. Courses dealt about work climate and motivation, team work and interpersonal abilities. They have been developed at educational, health-care, and industrial organizations. Employees at different organizational positions participated in the courses (human resources management board, sanitary work teams, teachers, middle level managers, etc.).

#### **8. Staff mobility**

- Research visit at the Katholieke Universiteit Nijmegen (Nijmegen, Holland).

- Research visit at the Michigan State University.I/O group (East Lansing, Michigan, USA).

-Research visit at the Finish Institute of Occupational Health. FIOH (Helsinki, Finland)