

## Curriculum vitae

**José M<sup>a</sup> Peiró** ([www.uv.es/jmpeiro](http://www.uv.es/jmpeiro))  
(Torrent, Valencia, Spain, 1950)

### *Affiliation*

- President-Elect of the International Association of Applied Psychology (IAAP).
- Professor of Social and Organizational Psychology at the Department of Social Psychology, University of Valencia.
- Director of the University Research Institute of Human Resources Psychology, Organizational Development and Quality of Working life (IDOCAL).
- Senior researcher of the Economic Research Institute of Valencia (IVIE).
- Director of the Chair on occupational Health sponsored by UMIVALE at the University of Valencia.
- Member of the Council of the Chair on Entrepreneurship culture, sponsored by a group of 20 companies of the Valencia region.

### *Positions and responsibilities:*

- 2010. President- Elect of the International Association of Applied Psychology (IAAP).
- 2009 to date Director of the University Research Institute of Human Resources Psychology, Organizational Development and Quality of Working life (IDOCAL)
- 2008 to date Director of the PhD Study Program in Human Resources Psychology, delivered by the University of Valencia. This program has been awarded with the Quality Award of the Spanish Ministry of Education and granted by the Ministry of Education for visiting scholarship and students' international mobility
- 2006 to date General Coordinator of the International Master of Work, Organization and Personnel Psychology delivered by the consortium of the Universities of Barcelona, Bologna, Coimbra, Paris V and Valencia and awarded by the European Union Program of Erasmus Mundus (The program will last till 2011).
- 2003- 2009 Director of the Observatory for the Labour entry of graduates and post-graduates of the University of Valencia and of the Career Services. (OPAL)
- 2002- 2008 Director of the Interuniversity PhD Study Program in Work and Organizational Psychology, delivered by the consortium of the following Universities: Complutense de Madrid, Barcelona, Sevilla, Jaume I and Valencia. This program has been awarded with the Quality Award of the Spanish Ministry of Education and granted by the Ministry of Education for visiting scholarship and students' international mobility.
- 2002- 2005 Co-Director of the Master in Business Administration. (Executive) Organized by Ford Motor Company School of Management, the University of East Anglia (UK) and

the University of Valencia and accredited by the United Kingdom Quality Assessment Agency.

- 2002- 2003 Head of the Department of Psychobiology and Social Psychology at the University of Valencia.
- 1999 to date Member of the Advisory Council of the Chair on Business and Entrepreneurship Culture established by Valencian Council of Enterprises in the University of Valencia.
- 1999 Tutor for the mobility program post-graduate students from the University of Valencia to the Belgian firm ORPSY under the COMMETT exchange program of the EU
- 1997- 2009 Director of the Master in Human Resources Management. at the University of Valencia.
- 1996 - 1999 Coordinator representing the University of Valencia in the agreement for cooperation signed between the University of Athens and the University of Valencia.
- 1996- 1999 Member of the Social Council of the University of Valencia.
- 1996- 1999 Member of the Board of Patrons of the Foundation for the promotion of the University-Enterprise cooperation of the University of Valencia.
- 1996-1999 Member of the Coordinating Committee of EC TEMPUS program in cooperation with the Universities of Nottingham, Groningen, Nijmegen and Krakow.
- 1993- 2005 Member of the Governors Council of the University of Valencia.
- 1993- 1999 Dean of the Faculty of Psychology at the University of València.
- 1988- 2003 Member of the Coordination Team of the ENOP Summer-school series for post graduate and PhD students on New Information Technology and work. The winter-school was held at Berlin Technical University (1988), Tilburg Catholic University (1992), Budapest Technical University and Soros Foundation (1997) and Paris V University Rene Decart (2003).
- 1988- 1999 Coordinator at the University of Valencia of the Erasmus Program of students' mobility in Work and Organizational Psychology with Berlin, Ghent, Bologna, Amsterdam and Berlin Universities.
- 1988- 1999 Director of the Doctoral Programme of Sport and Physical Education organized by the Department of Psychology and granted by the Culture, Education and Science Ministry of the Regional Government of the Valencian Region (Spain).
- 1987 to date Member of the Senat of the University of Valencia as the representative of the Professors of the Faculty of Psychology.
- 1983- 1993 Head of the Psychology Department of the University of Valencia.

- 1980- 1981 Vice-secretary of the Faculty of Philosophy and Education for the Psychology Section. University of Valencia.

*Honors, awards and recognitions*

- 2010 President-Elect of the International Association of Applied Psychology (IAAP). More info
- 2010 Doctor Honoris Causa of the Methodist University of São Paulo (Brazil). More info
- 2009 Colegiado de Honor del Ilustre Colegio Oficial de Psicólogos de Andalucía Oriental.
- 2009 Premio Carta de Poblament de Torrent. Trayectoria Profesional. Ajuntament de Torrent.
- 2008 Premio del Consell Social de la Universitat de Valencia a la Investigación y Desarrollo.
- 2008 Honorary Fellow of the Professional Psychological Association of Perú.
- 2002-2008 Quality award of the Spanish Ministry of Science and Education for the Interuniversity PhD Program (University of Barcelona, Complutense of Madrid, Sevilla Castellon and Valencia) directed by Prof. Jose. M. Peiró (University of Valencia).
- 2005/1976 Positive evaluation of the research carried out during five sexennial periods assessed by the National Committee for evaluation of research of the University Professors established by Spanish Ministry of Science and Education (Ratio 1.0: it means that all the research years of the career have been positively evaluated).
- 2005/1976 Positive evaluation of the teaching activities carried out during six qinquennial periods assessed by the Univesity Committee for evaluation of the teaching of the University Professors established by University of Valencia (Ratio 1.0: it means that all the teaching years of the career have been positively evaluated).
- 2008 XIV Research and Development Award of the Social Council of the University of Valencia, acknowledging outstanding and innovative research contributions and their transfer to companies and organizations through 56 contracts with Companies during the last decade.
- 2005 Honorary Fellow of the Ukranian Association of Work and Organizational Psychology
- 2004 First Honorary fellow of the European Academy of Occupational Health Psychology (EAOHP).
- 2002 Honorary Fellow of the Professional Psychological Association COP (Chapter of Canary Islands).
- 1999 Citation of Excellence "with the Highest Quality rating" by ANBAR Electronic Intelligence ([www.anbar.co.uk/anbar/excellence/authors.htm](http://www.anbar.co.uk/anbar/excellence/authors.htm)) Gonzalez-Roma, V., Peiró, J.M., Lloret, S. y Zornoza, A.: The validity of collective climate. *Journal of Occupational and Organizational Psychology*. 1999, 72, 25-40.

- 1987 Honorary fellow of the International Association for Human Relations Laboratory Training.

### *Research Projects (Funded)*

- 2007. Safety Culture assessment of Nuclear Power plants and its implication for safety attitudes and behaviors (ACOMP07-303). Regional Ministry of Enterprise, Science and University. Valencian Region.
- 2006-2011; Research Program on Work and Organizational Psychology: Work Units and Quality of Working life. Granted by the National Commission for Science and Technology. Ministry of Education, Science and technology. In the excellence programs for research CONSOLIDER. SEJ2006-14086 Research program granted for “groups of excellence”.
- 2005 – 2008; Safety Culture assessment of Nuclear Power plants and its implication for safety attitudes and behaviors: Development of a methodology based on the AMIGO model. ENE2005-0819. Ministry of Education, Science and technology.
- 2004 – 2007 Diversity and performance in work teams. National Commission for Science and technology. Ministry of Science and Technology
- 2004-2005: Health, quality of life, and their implication for elderly customers: an integrative approach of furniture development for elderly. Regional Ministry of Enterprise, Science and University. Valencian Region.
- 2003-2005 Psychosociology of the organizations, work, and human resources. Valencian Agency of Science and Technology Groups I+D+I. Support for consolidated research groups.
- 2002-2005: Service climate influence on customer satisfaction and the employee affect and performance. A quasi-experimental field study. Ministry of Science and Technology. National Commission for Science and Technology.
- 2002-2005: Psychological Contract across Employment Situations (Psycones). V Framework Program of the European Union.
- 2002-2005: The influence of service climate on customer satisfaction and performance and affect of the employees. An experimental field study. Research and development National Program. Ministry of Science and Technology.
- 2001-2003: Open and Distance Learning (ODL) Training for SME Managers in Anticipating Competence Needs (PROACTIVE ODL TRAINING). Leonardo da Vinci Program of the European Union.
- 2000-2003: Perceptive climates, affective climates, and dispersion theory. Antecedents and consequences of perceptive and affective climate configuration in work teams. Ref. BSO2000-1444. Ministry of Science and Technology. National Research program.

- 2000-2002 Perceptive and affective climate. An approach from the Dispersion Theory. Antecedents of the configuration of perceptive and affective climate in work units. Ministry of Science and Technology. National Commission for Science and Technology.
- 2000-2001 Development and adaptation of an assessment and diagnosis methodology of work risks from psychosocial perspective. TRPROM/2000/95/46. General Direction of Work and Social Security of the Regional Government (OM de la Conselleria d'Hisenda i Ocupació, 23/11/99)
- 2000-2001: Analysis of organizational climate and its influence on service climate and customer evaluations. Founded by the National Commission for Science and Technology. Ministry of Education and Science.
- 1999-2001 Service climate and emotional labor in jobs with high interaction with clients: Their effects on service quality perceptions. A study in Tourism Organizations. Financed by the National Commission for Science and Technology. Ministry of Education and Science.
- 1997-2000 PROACTIVE. Defining a training methodology to anticipate training and skill needs. Research financed by the EU. Leonardo da Vinci Program.
- 1996-1998 Team Climate formation and its consequences for team outcomes. A longitudinal study. National Commission for Science and Technology. Ministry of Education and Science.
- 1996-1998: Functional analysis of managerial jobs in Tourism Services Organizations: Its impact on service quality. Regional Program for Science and Technology in the Valencian Community. Regional Science Foundation. GV-3268/95
- 1995-1997 Cooperative work in groups supported by new technologies. A longitudinal study. Regional Office for Science and Technology. Regional government of Valencian Community. GV-3239/95
- 1995-1997: Managing Human Resources in Small and Medium Enterprises Profiles of HR managers and company effectiveness. Financed by EU Leonardo Program with UGT Asturias
- 1992-1994: Implications of telematic technology for work groups. Interministry Commission for Science and Technology. Research and Development Program (PB91-0826).
- 1991-1993: Cooperation Technology. Working Group 3: Multimedia Supported Cooperation. Coordinator Prof. Sylvia Wilbour. Program Cost-14 of the CEE..
- 1990-1991 Quality of facilities and resources management for elderly: Satisfaction of the customers. A comparison between private and public services. Project nr. IP-89/TE-8. Regional Ministry of Social Affairs.
- 1988-1990 Quality of facilities and management of sport facilities and Users' satisfaction: A comparison between private and public services nº DEP90-651 National Commission for Science and Technology. Ministry of Science and Technology.

- 1988-1990: Socialization processes of the youngsters during the transition from school to work: The influence of new technology. PB87-0609. National Commission for Science and Technology. Ministry of Education.
- 1986-1988 Information Management in a Multi-service environment. European Commission. Research Program COST 11-Ter.

*Selected Publications. Articles in scientific journals (R= Refereed in SSCI)*

- Agut, S., Grau, R., & Peiró, J. M. (2010). The relationship between overeducation and job satisfaction among young spanish workers: The role of salary, contract of employment, and work experience. *Journal of Applied Social Psychology*, 40( 3), 666- 689.
- Buunk, A., Zurriaga, R., & Peiró, J. M. (2010). Social comparison as a predictor changes in burnout nurses. *Anxiety, Stress, & Coping*, 23(2), 181-194.
- González-Navarro, P., Orengo, V., Zornoza, A., Ripoll, P., & Peiró, J. M. (2010). Group interaction styles in a virtual context: The effects on group outcomes. *Computer in Human Behavior*, 26(6), 1472-1480.
- González-Morales, M. G., Rodríguez, I., y Peiró, J. M. (2010). A longitudinal study of coping and gender in a female-dominated occupation: predicting teachers' burnout. *Journal of Occupational Health Psychology*, 15(1), 29-44.
- Potočnik, K., Tordera, N., & Peiró, J. M. (2010). The influence of the early retirement process on satisfaction with early retirement and psychological well-being. *International Journal of Aging and Human Development*, 70(3), 251 -273.
- Sánchez-Hernández, R. M., Martínez-Tur, V., Peiró, J. M., & Moliner, C. (2010). Linking functional and relational service quality to customers satisfaction and loyalty: Differences between men and women. *Psychological Reports*, 106(2), 1-13.
- Silla, I., Gracia, F. J., Mañas, M. A., & Peiró, J. M. (2010). Job insecurity and employees' attitudes: the moderating role of fairness. *International Journal of Man Power*, 31(4), 449-465.
- Sora, B., Caballer, A., & Peiró, J. M. (2010). Consequences of Job Insecurity for the employees. The Moderator role of Job Dependence. *International Labour Review*, 149(1), 59-72.
- Sora, B., Caballer, A., Peiró, J. M., Silla, I., & Gracia, F. J. (2010). Moderating influence of organizational justice on the relationship between job insecurity and its outcomes. A multilevel analysis. *Economic and Industrial Democracy*, 31(4) 613-637.
- Agut, S., Peiro, J. M., & Grau, R. (2009). The effect of overeducation on job content innovation and career-enhancing strategies among young spanish employees. *Journal of Career Development*, 36(2) 159-182.
- Buunk, A. P., Zurriaga, R., & Peiró, J. M. (2009). Social Comparison as a predictor of changes in burout among nurses. *Anxiety, Stress & Coping*, 1-14.

- Costa, A., & Peiró, J. M. (2009). Trust and social capital in teams and organizations antecedents, dynamics, benefits and limitations: an introduction. *Social Science Information*, 48 (2), 131–141.
- De Cuyper, N., Sora, B., De Witte, H., Caballer, A., & Peiró, J. M. (2009). Organizations use of temporary employment and a climate of job insecurity among Belgian and Spanish permanent workers. *Economic and Industrial Democracy*, 30 (4), 564-591.
- Gamboa, J., Gracia, F., Ripoll, P., & Peiró, J.M. (2009). Employability and personal initiative as antecedents of job satisfaction. *Spanish Journal of Psychology*, 12 (2), 632- 640.
- Gamero, N., Peiró, J. M., Zornoza, A., & Picazo C. (2009). Roles of participation and feedback in group potency. *Psychological Reports*, 105 (1), 293-313.
- González-Romá, V., Fortes-Ferreira, L., & Peiró, J. M. (2009). Team climate, climate strength and team performance. A longitudinal study”. *Journal of occupational and organizational psychology*, 82 (3), 511-536.
- Martínez-Tur, V., & Peiró, J. M. (2009). The trust episode in organizations: implications for private and public social capital. *Social Science Information*, 48 (2), 143-174.
- Potočnik, K., Tordera, N., & Peiró, J. M. (2009). The role of human resource practices and group norms in the retirement process. *European Psychologist*, 14 (13), 193-206.
- Sánchez-Hernández, R., Martínez-Tur, V., González-Morales, G., Peiró, J.M., & Ramos, J. (2009). Un análisis transnivel de las relaciones de la calidad de servicio y la confirmación de expectativas con la satisfacción de los usuarios. *Psicothema*, 21 (3), 421-426.
- Sánchez-Hernández, R. M., Martínez-Tur, V., & Peiró, J. M. (2009). Testing a hierarchical and integrated model of quality in the service sector: functional, relational, and tangible dimensions. *Total Quality Management*, 20 (11), 1173-1188.
- Sora, B., Caballer, A., Peiró, J. M., & Witte, H. (2009). Job insecurity climate's influence on employees' job attitudes: Evidence from two European countries. *European Journal of Work and Organizational Psychology*, 18 (2), 125-147.