

NOVEDADES IDOCAL



Esta semana:

1. **Comunicaciones de la secretaría del IDOCAL:** Buzón USIBI
2. **Publicaciones:** Intra-sexual competition, jealousy and harming at workplace
3. **Publicaciones:** Rational-experiential thinking style and rational intergroup cooperation: The moderating role of intergroup conflict
4. **Comunicaciones:** Presentación de trabajo del Proyecto BELASOS en la WAOP-Conference en Rotterdam
5. **Recursos:** Índice del número 4 del Annual Review of Organizational Psychology and Organizational Behavior
6. **Recursos:** There is hope for better science
7. **Eventos:** Presentaciones de las tesis de máster
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1. Comunicaciones de la secretaría del IDOCAL: Buzón USIBI

“En la cuarta planta del edificio nuevo de psicología se ha habilitado un buzón, el número 8, a nombre de la USIBI para poder dejar en él cualquier documento que queráis hacerles llegar. Si el documento o paquete no cabe en el buzón, podéis dejar una nota indicando que lo pueden recoger en el despacho F402.”

2. Publicaciones: Intra-sexual competition, jealousy and harming at workplace. Zurriaga et al.

Se ha publicado el siguiente capítulo de libro:

"Intra-sexual competition, jealousy and harming at workplace" (Psicologia do Trabalho e das Organizações: Contributos, 2016, p. 181-194 Capítulo 11). Autores: Zurriaga, R., González-Navarro, P., Quattrochi, E.

Abstract:

The nowadays organizations are characterized often by interdependence and competition among of people, creating new demands and affecting interpersonal relationships at work. In this context, it would be useful to study emotions at work and especially those emotions that can have important consequences for quality of work life. The focus of this paper is the negative emotion of jealousy. Jealousy can be experienced in labour relationships and involves the feeling that can lead to damage to the competitor. From an evolutionary perspective, the objective of this study is to investigate the presence of the mediation effect of jealousy in the relationship between intra-sexual competition and harming at workplace and if this is different in men and women. The sample was composed by 240 workers from different professional sectors. The results showed that jealousy partially mediated the link between ISC and harming. However, the model is different between genders. There was not mediation effect in the male group. In the female group we found a full mediation effect of jealousy in the relationship between ISC and harming. The present research is one of few studies that examine the particular emotion of jealousy at work. These results contribute to a better understanding of the role of emotions in the workplace.

3. Publicaciones: Rational-experiential thinking style and rational intergroup cooperation: The moderating role of intergroup conflict

Se ha aceptado para publicación en “Revista de psicología social” el siguiente trabajo:

"Rational-experiential thinking style and rational intergroup cooperation: The moderating role of intergroup conflict". Autores: Peñarroja, V., Serrano, M. A., Gracia, E., Alacreu-Crespo, A., González, P., Martínez-Tur, V. Se puede acceder desde [aquí](#).

Abstract:

Cooperative relationships between groups are difficult because of the high human capability to differentiate between in-group vs. out-group members. This obstacle exists even when the groups can obtain benefits for themselves from cooperation with other groups (rational cooperation). Based on an interactionist approach, the authors propose that personal (individual differences) and situational (conflicts) factors contribute to rational intergroup cooperation. The authors conducted a preliminary correlational study (Study 1) and an experimental investigation

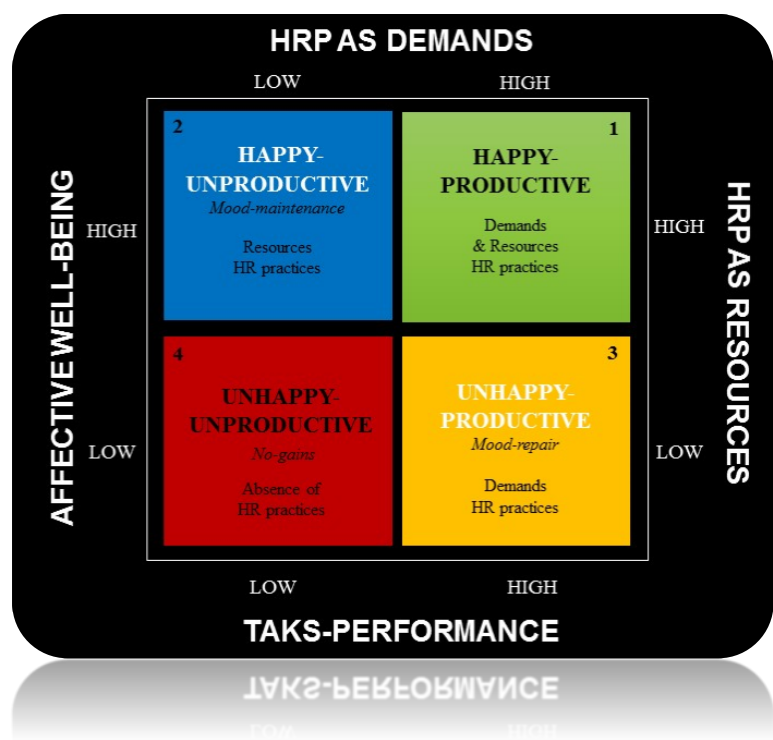
(Study 2). In Study 1, the authors examined, with 105 participants, the psychometric properties of the Spanish version of Rational–Experiential Inventory (REI), measuring individual differences in information processing. In study 2, the authors conducted an experimental investigation with 141 participants, testing the role of individual differences and conflict in intergroup rational cooperation. Findings of Study 1 showed that the scale has adequate psychometric properties. Results of Study 2 confirmed that the existence of both manipulated and perceived intergroup conflict reduces the magnitudes of the relationships between rational ability and rational cooperation. In addition, perceived intergroup conflict increased the magnitude of the links from experiential ability and experimental engagement to rational cooperation. Both individual differences and previous conflict have a role in predicting rational intergroup cooperation. According to the interactionist approach, personal and situational factors should be considered in the understanding of intergroup relationships.

4. Comunicaciones: Presentación de trabajo del Proyecto BELASOS en la WAOP-Conference en Rotterdam

El estudio titulado “HR practices and Four Affective-Well-being-Task Performance Patterns: Integrating the Strong Mutual-Gains and Strong Conflicting-Outcomes Models” ha sido aceptado para su presentación en la [Conferencia anual de la Werkgemeenschap van ondozoekers in the Arbeids- & Organisatiepsychologie \(WAOP\)](#), que se llevará a cabo el 25 de Noviembre en la Erasmus Expo & Conference Centre de la Erasmus University Rotterdam. El objetivo de esta conferencia esta enfocado para que investigadores Belgas y Holandeses (otros países también pueden participar) dedicados a la Psicología del Trabajo y las Organizaciones, puedan presentar sus trabajos. El siguiente paso será enviar el draft completo del estudio donde un revisor experto en el área brindará feedback individualizado. Este año serán keynotes el **Dr. Alfredo Rodríguez Muñoz** de la Universidad Complutense de Madrid y el **Prof. Dr. Marc van Veldhoven**.

El estudio crítica y extiende varios modelos de los efectos de las Practicas de Recursos Humanos sobre el Bienestar y el Desempeño, propuestos por varios investigadores Holandeses, por lo que exponerlo ante esta audiencia enriquecerá el trabajo y ayudará a su posible publicación.

Abstract: We aim to advance our understanding of the HRM-well-being-performance link, considering well-being as affect and integrating the strong mutual-gains (high well-being and performance) and strong conflicting-outcomes models (high well-being and low performance and vice-versa). To integrate those models we draw on a broadened happy-productive worker thesis and the job demands-resource model. Two specific aims unfold. First, we identify a taxonomy of four patterns between affective well-being and task-performance: happy-productive, happy-unproductive, unhappy-productive, and unhappy-unproductive. Second, we study what HR practices, classified as demands and as resources, differentiate the four patterns. In a sample of 5324 employees from seven countries, latent profile analyses showed that almost 36% had a pattern undetected by previous studies (i.e., happy-unproductive). Discriminant analyses suggest that the combination of HR practices as demands (performance-appraisal) and resources (voice), may be promoting mutual-gains (happy-productive). However, there are indicators that high levels of demands (performance-appraisal) combined with low levels of resources (voice) may be producing conflicting-outcomes (unhappy-productive). Whereas lower levels of demands (performance-appraisal) combined



with higher levels of resources (voice), may be promoting exceptional conflicting-outcomes (happy-unproductive). We discuss implications for theoretical precision and clues for future interventions. Autores: Yarid Ayala, José M. Peiró, Núria Tordera.

5. Recursos: Índice del número 4 del Annual Review of Organizational Psychology and Organizational Behavior

Con motivo de la próxima publicación en abril del volumen 4 de la [Annual Review of Organizational Psychology and Organizational Behavior](#), aquí se muestra el índice de dicho número:

Recruitment and Retention Across Cultures

David G. Allen and James M. Vardaman

Annual Review of Organizational Psychology and Organizational Behavior, Vol. 4: (Volume publication date April 2017)

Emotions at Work

Neal Ashkanasy and Alana Dorris

Annual Review of Organizational Psychology and Organizational Behavior, Vol. 4: (Volume publication date April 2017)

Evidence-Based Management

Jean M. Bartunek and Sara L. Rynes

Annual Review of Organizational Psychology and Organizational Behavior, Vol. 4: (Volume publication date April 2017)

Studying Transitions

Paul D. Bliese, Amy B. Adler, and Patrick Flynn

Annual Review of Organizational Psychology and Organizational Behavior, Vol. 4: (Volume publication date April 2017)

Self-Determination Theory in Work Organizations: State of the Science

Edward L. Deci, Anja H. Olafsen, and Richard M. Ryan

Annual Review of Organizational Psychology and Organizational Behavior, Vol. 4: (Volume publication date April 2017)

Field Experiments in OPOB

Dov Eden

Annual Review of Organizational Psychology and Organizational Behavior, Vol. 4: (Volume publication date April 2017)

Ostracism and Incivility at Work

D. Lance Ferris, Sandy Lim, and Meng Chen

Annual Review of Organizational Psychology and Organizational Behavior, Vol. 4: (Volume publication date April 2017)

Multilevel Modeling

Vicente González-Romá and Ana Hernández

Annual Review of Organizational Psychology and Organizational Behavior, Vol. 4: (Volume publication date April 2017)

Invisible Disabilities in the Workplace

Charmine Härtel

Annual Review of Organizational Psychology and Organizational Behavior, Vol. 4: (Volume publication

date April 2017)

Collective Turnover

John P. Hausknecht

Annual Review of Organizational Psychology and Organizational Behavior, Vol. 4: (Volume publication date April 2017)

Gender in Teams

Aparna Joshi

Annual Review of Organizational Psychology and Organizational Behavior, Vol. 4: (Volume publication date April 2017)

Communication in Organizations

Joann Keyton

Annual Review of Organizational Psychology and Organizational Behavior, Vol. 4: (Volume publication date April 2017)

Trust Repair

Roy J. Lewicki

Annual Review of Organizational Psychology and Organizational Behavior, Vol. 4: (Volume publication date April 2017)

Psychological Capital: An Evidence-Based Positive Approach

Fred Luthans and Carolyn M. Youssef-Morgan

Annual Review of Organizational Psychology and Organizational Behavior, Vol. 4: (Volume publication date April 2017)

Dynamic Self-Regulation and Multiple-Goal Pursuit

Andrew Neal, Jeffrey B. Vancouver, and Timothy Ballard

Annual Review of Organizational Psychology and Organizational Behavior, Vol. 4: (Volume publication date April 2017)

Abusive Supervision

Lauren Simon, Bennett J. Tepper, and Hee Man Park

Annual Review of Organizational Psychology and Organizational Behavior, Vol. 4: (Volume publication date April 2017)

New Work

Gretchen M. Spreitzer, Lyndon Garrett, and Lindsey Cameron

Annual Review of Organizational Psychology and Organizational Behavior, Vol. 4: (Volume publication date April 2017)

Testing and Score Improvements

Chad H. Van Iddekinge and John D. Arnold

Annual Review of Organizational Psychology and Organizational Behavior, Vol. 4: (Volume publication date April 2017)

Team Innovation

Daan van Knippenberg

Annual Review of Organizational Psychology and Organizational Behavior, Vol. 4: (Volume publication date April 2017)

Neuroscience in Organizational Behavior

David Waldman, Danni Wang, and Virgil Fenters

Annual Review of Organizational Psychology and Organizational Behavior, Vol. 4: (Volume publication date April 2017)

Perspective Construction in Organizational Behavior

Karl E. Weick

Annual Review of Organizational Psychology and Organizational Behavior, Vol. 4: (Volume publication date April 2017)

Construal Level Theory in Organizational Research

Batia Mishan Wiesenfeld, Jean-Nicolas Reyt, Joel Brockner, and Yaacov Trope

Annual Review of Organizational Psychology and Organizational Behavior, Vol. 4: (Volume publication date April 2017)

Strategic Human Resource Management

Patrick M. Wright

Annual Review of Organizational Psychology and Organizational Behavior, Vol. 4: (Volume publication date April 2017)

Decisions in Latent Modeling

Larry J. Williams

Annual Review of Organizational Psychology and Organizational Behavior, Vol. 4: (Volume publication date April 2017)

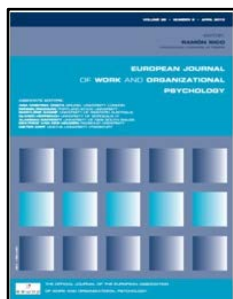
The Nature of the Meaning of Work

Amy Wrzesniewski

Annual Review of Organizational Psychology and Organizational Behavior, Vol. 4: (Volume publication date April 2017)



6. Recursos: There is hope for better science



“In my opening address at the 2015 EAWOP Congress in Oslo, I expressed my hope that we as work and organizational psychologists would be particularly active in creating better conditions in the academic system for better science. In February this year, a group of dedicated individuals joined José Cortina and myself in a two-day meeting, which has resulted in a memorandum of understanding on fostering ethical, relevant and rigorous research that does not only include a firm perspective on the current problems and their causes, but also on actions to be taken by all of us in our various roles. I look forward to working with you on these actions towards better science in our field and beyond.”

Gudela Grote, Department of Management, Technology, and Economics, ETH Zürich

Para leer el texto completo, pincha [aquí](#).

7. Eventos: Presentaciones de las tesis de máster

La 9ª edición del máster WOP termina con la presentación de las tesis de máster, cuyo programa se muestra a continuación y al que los miembros del IDOCAL están invitados a



asistir:

7th July 2015. This session will be in sala de grados in Faculty of Psychology.

9:00 --> Anthony Zak

9:45 --> Tamara Radojicic

10:30 --> Stephanie Anne Uy Braganza

11:15: **break**

11:45 --> Ingrid Molan

12:30 --> Ezgy Aytan

13:00 --> Patricia Villacampa Fernández

15:30 --> Jorge Magdaleno

16:15 --> Maria Isabel Martínez Villaescusa

17:00 --> Eleonora Fabbro

17:45: **break**

18:15 --> Macarena Soto Ferri

19:00 --> Pia Helen Kampf

19:45 ? Nelson López Moreno

8th July 2015. This session will be in sala de grados in Faculty of Psychology.

9:00 --> Niklas Frewel

9:45 --> Jeniffer Kurzke

10:30 **Break**

11:00 --> Laura Puiatti

11.45 --> Rob Jardine

12:30 ? Sviltana Slipchenko

13:00 **Break**

13:15 --> Closing Ceremony Master WOP-P.

8. Eventos: Erasmus+. Mastering joint excellence under Erasmus Mundus

“Vicente Martínez y Jose Maria Peiro han participado en la reunión celebrada en Bruselas los días 29 y 30 de Junio sobre ERASMUS+: MASTERING JOINT EXCELLENCE UNDER ERASMUS MUNDUS. Se puede ver el programa completo de la reunion en <https://emjmdnetworking2016.teamwork.fr> Las sesiones y actividades de networking han resultado especialmente interesantes y utiles para la mejora de nuestro Master.”



9. Eventos: Comida de verano del IDOCAL

“El próximo día 18 de Julio se celebrará la tradicional comida de verano del IDOCAL.



Esta vez nos reuniremos a las 14,30 en el Restaurante Casa Clemencia, para degustar el menú de la casa (precio aproximado, 20 €: entrantes, paella o chuletas, bebida, postre y café incluidos).

Confirmad asistencia antes del día 13 de Julio enviando correo electrónico a ramosj@uv.es.

Saludos, Pepe”