

NOVEDADES IDOCAL



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1. Publicaciones: Optimism moderates psychophysiological responses to stress in older people with type 2 diabetes

Nos complace anunciar que se ha aceptado para su publicación en **Psychophysiology** el siguiente artículo:

Puig-Perez, S., Hackett, R.A., Salvador, A. & Steptoe, A. Optimism moderates psychophysiological responses to stress in older people with type 2 diabetes. *Psychophysiology*.



Sara Puig & Alicia Salvador: Department of Psychobiology and IDOCAL, Laboratory of Social Cognitive Neuroscience, University of Valencia, Valencia, Spain.

Ruth Hackett & Andrew Steptoe: Department of Epidemiology and Public Health, University College London, London, UK.

Abstract:

Objective: Optimism is thought to be beneficial for health, and these effects may be mediated through modifications in psychophysiological stress reactivity. Type 2 diabetes (T2D) is associated with reduced cardiovascular responses to stress and heightened cortisol over the day. This study assessed the relationships between optimism, stress responsivity and daily cortisol output in people with T2D.

Method: 140 participants with T2D were exposed to laboratory stress. Heart rate (HR), systolic (SBP), diastolic blood pressure (DBP) and cortisol were measured throughout the session. Cortisol output over the day was also assessed. Optimism and self-reported health were measured using the revised Life Orientation Test and the Short Form Health Survey.

Results: Optimism was associated with heightened SBP and DBP stress reactivity ($p's < 0.047$) and lower daily cortisol output ($p = 0.04$). Optimism was not related to HR, cortisol stress responses or the cortisol awakening response ($p's > 0.180$). Low optimism was related to poorer self-reported physical and mental health ($p's < 0.01$).

Conclusions: Optimism could have a protective role in modulating stress-related autonomic and neuroendocrine dysregulation in people with T2D.

¡Enhorabuena a los autores!

2. Convocatorias: Call for papers – The 10th International Critical Management Conference

Entre el 3 y 5 de Julio tendrá lugar “The 10th International Critical Management Conference”, en el que se contemplan 50 líneas o temáticas. Para acceder a esta lista de temáticas, pincha [aquí](#). A continuación mostramos una reseña de la conferencia.



This conference builds on the traditions of recent CMS conferences by aiming to engage scholarly thinking and analysis as well as provocations leading to proposed action. CMS explores alternatives to the ubiquity of neoliberal market managerialism as a dominant frame in business education and as a pre-supposed framing of other social sciences. Such alternatives could be understood in practical terms of specific organisational forms and practices, or theoretical developments including in feminism, anarchism, communism, localism, fraternalism, green thinking and the implications of advances in neuro-science, exaptive innovation, interoperability and big data-driven theoretical opportunism among other re-framings.

Some of these may inspire the generation of new forms of resistance to neoliberalism or indeed any other hegemonic discourse that presumes there can be 'one best way' of doing things or indeed one preferred mode of pedagogy.

Chairs: Prof. David Weir and Prof. Paresh Wankhade

Date: July 3rd-5th, 2017, Britannia Adelphi Hotel, Liverpool, UK

Deadline for Submission: January 31st, 2017

Decision for acceptance: February 28th, 2017

Para más información, pincha [aquí](#).

3. Convocatorias: III Jornada de Excelencia e Innovación en Psicología

Un año más, la PSICOFUNDACIÓN (Fundación Española para la Promoción y el Desarrollo Científico y Profesional de la Psicología) y el Centro de Enseñanza Superior Cardenal Cisneros, organizan la **III Jornada de Excelencia e Innovación en Psicología**.

Este encuentro tendrá lugar el próximo **16 de diciembre de 2016** a partir de las 9:00h en la Facultad de Educación de la UNED (Madrid). Después de la inauguración de la jornada, José Muñiz Fernández, impartirá una conferencia sobre "Perspectivas actuales y retos en evaluación psicológica".

A continuación tendrán lugar 6 mesas de trabajo sobre diferentes áreas de la Psicología:

- ✚ En busca de nuevos paradigmas en Psicología: Más allá de mente y cerebro. Moderada por Josep Vilajoana (COP Cataluña).
- ✚ Neurociencia y Psicología: de los procesos cognitivos a la intervención clínica. Moderada por Manuel Maniara Vera (COP Andalucía Oriental).
- ✚ Psicobiología de la socialidad y prosocialidad. Moderada por Vicenta Esteve (COP Comunidad Valenciana).
- ✚ La intervención en los trastornos del espectro autista a lo largo del ciclo vital Modera Timanfaya Hernández (COP Madrid).
- ✚ Manejo terapéutico de la disforia de género en adolescentes. Moderada por Ana Martínez (Instituto EOS).
- ✚ Ética del psicólogo más allá de la norma. Presenta Miguel Ángel Santed (Fundación Lafourcade Ponce) y modera Pedro R. Montoro (UNED).



Finalmente se hará entrega de diferentes **premios**: Premios José Luis Pinillos a la excelencia y la innovación en Psicología 2016, Premio Psicofundación para Jóvenes Psicólogos Emprendedores 2016, Premio CICAP 2015, Premio Lafourcade Ponce al bienestar social 2016 y Premio Recurra-Ginso 2016; tras la cual se procederá a la clausura de la jornada.

Quien desee acudir a este encuentro puede inscribirse de forma gratuita pinchando en este [enlace](#), o enviando un correo electrónico a jornadasinnovacion@universidadcisneros.es indicando: nombre y apellidos, teléfono, titulación, centro de trabajo y mesa a la que quiere acudir. Las plazas son limitadas hasta completar aforo.

Para más información se puede consultar la [Web de la Jornada: III Jornada de Excelencia e Innovación en Psicología](#).

4. Recursos: Presentación del libro “Humanizar la empresa”



La Fundación Novaterra, fundación valenciana que lucha contra la pobreza y la exclusión social a través del empleo, organiza el próximo martes 29 de noviembre, con la colaboración de Caixa Popular y la Confederación Empresarial Valenciana, la presentación del libro de **Federico Buyolo** “Humanizar la empresa. Hacia una nueva formación empresarial”

La sociedad demanda un nuevo modelo empresarial más ético y socialmente responsable. Por ello es necesario repensar la formación que se imparte en las universidades y adecuarla a las demandas y necesidades de una economía que apueste por el fortalecimiento del bien común.

Fecha: 29 de Noviembre de 2016

Hora: 19h

Lugar: CEV (Plaza Conde de Carlet 3, Valencia)

5. Recursos: La Academia de Psicología rechaza la 'microespecialización' en el PIR

Los psicólogos estrenan su propia **Academia**. La institución, en la que se ha trabajado durante los últimos tres años, buscará aumentar el reconocimiento de los profesionales, así como impulsar la investigación, conocimiento y desarrollo de la Psicología en todo el territorio nacional. Su presidente,



Helio Carpintero, es un fiel defensor del progreso y la búsqueda constante de mejoras, un espíritu que, junto con su equipo, impregnarán en los primeros pasos de la Academia de Psicología.

Consciente de que “la necesidad de especialización es clara”, Carpintero ve con buenos ojos las propuestas de aumentar la oferta de formación sanitaria especializada destinada a los psicólogos, pero bajo una condición inexpugnable. “Siempre que eso no implique en que nuestros profesionales e investigadores se metan en ciertos caminos extremadamente especializados que no ofrecen la posibilidad de reinstalarse o replantearse su labor, en el supuesto que su destino o línea profesional se detiene”.

Para leer la noticia entera y la entrevista a Helio Carpintero, pincha [aquí](#).

6. Recursos: Cómo aprende a enseñar el docente

"Dar tu primera clase produce mucho vértigo, yo al menos estaba como un flan", recuerda Segundo



Píriz, presidente de la Conferencia de Rectores de las Universidades Españolas (CRUE). Tenía 23 años y acababa de licenciarse en Veterinaria. Nadie lo había preparado para enseñar durante su formación inicial. "Mi carrera está muy dirigida al mundo laboral", reconoce. Ni siquiera se había planteado ser docente. Pero en 1986 lo llamaron de la recién formada

Universidad de Extremadura, de la que ahora, por cierto, es rector. Necesitaban jóvenes egresados que iniciaran el doctorado mientras se incorporaban al claustro. Aprendió mucho de su director de tesis, Santiago Vadillo, y asegura que poco a poco fue mejorando. "A partir del cuarto o quinto año te sientes más seguro, dominas la materia y comienzas a explicar de otra manera", dice.

Píriz, cuya formación como docente fue **autodidacta**, cree que, actualmente, las universidades se esfuerzan por ofrecer más posibilidades en este terreno a sus profesores. "Nos preocupamos por cuestiones que antes no se tenían en cuenta, como hablar en público o la movilidad, que es importante porque te abre la mente; en mi época no se movía nadie", admite.

Para leer la noticia completa, pincha [aquí](#).

7. Recursos: Ofertas de empleo

1. University Professor

Universidad Loyola Andalucía
Sevilla y alrededores, España

- Minimum requirements:
 - Degree in Education. Specific didactic area, particularly bilingual didactic of mathematics.
 - Degree in Psychology. Cognitive psychology area.
 - English. Level C1.
 - Spanish. Level C1.
 - In depth knowledge of computer tools, analysis of data (statistical programs, design and development of computer programs, etc.).
 - High capacity of integration in working teams.
 - Be in possession of PhD (Compulsory)
- Universidad Loyola Andalucía will specially value candidates whose curriculum vitae show:
- Scientific research and production: seminars, congresses, books or publications in magazines.
 - Research stays in Universities of recognized international prestige.

- Experience in models and methods of scientific research.

Universidad Loyola Andalucía, will receive the curriculum vitae with the following references:

- PU2016Psychology: University Professors .Psychology.
- PU2016Education: University Professors. Education.

2. HR Business Partner Support

Bayer Crop Science
Valencia Area, Spain

The main purpose of this position is to provide an efficient HR Business Partner support to either the local legal entity or specific site in the country/country group.

Also the job holder ensures the implementation and application of agreed upon standard HR policies and collaborate to represent the needs of the local legal entity or specific site at the country/country group level.

This job supports the relevant local management in the resolution of individual

local HR issues, interacts with appropriate employee representatives and links the local operations to HR Services as appropriate and necessary to assure a sound local HR service delivery.

This position is responsible for the non Scope Legal entities functions that HR services provide (SAP GHP, payroll, expats info, etc).

The job holder provides leadership and coordination for all Human Resources activities of the relevant legal entities with sites in Paterna, Quart, Brenes, Lisbon, Almeria and Murcia.

He/she work together with the HR BP in the following tasks:

- He/she collaborate with the implementation and application of agreed upon Bayer HR directives, policies, processes, systems and programs throughout the local legal entity or at the specific site organization and strives for best practices in the standardization, harmonization and alignment of local HR activities, but always with the business requirements in mind.

- In a close collaboration with the managers, the job holder lead hiring process for national and international positions based in Iberia, having under his/her responsibility all the process, from the requisition to the interview, decision and offer phase and onboarding.

- He/she contributes to HR marketing/employer branding thus ensuring that Bayer will be an employer of choice in the country/country group.

- Proactively approach the Managers and employees in order to assure that the new employer branding is provided in all sites and levels in the company. Communicate the HR mission to all levels, with innovate actions.

- Helps local management to align their operations and employee capabilities to the overall strategic directions and the mid-to-long-term needs of the local operations (Human Capital Management).

- Manage and promote efficient HR Services delivery of their specific process as well as corresponding interfaces, proactively identify service delivery issues by taking appropriate actions to resolve and generally improve quality standards and metrics (including third party KPIs).

We are looking for a candidate with the following competences and skills:

- Preferably a university degree our equivalent, especially with the main focus on Human Resources

- English language should be fluent both in the spoken and written form. Good communication in Portuguese.

Skills/experiences

- Knowledge about the local legal employment conditions and those of the legal entity.

- Experience and proven track record in working across the core HR functions with specific experience in one expert HR field.

- Ability to collaborate in the Bayer HR business model: Shared Service Center, Business Partner, Center of Expertise.

- Professional leadership experience.

- Communications strategy and messaging skills with the ability to build long term partnerships with internal management & staff, including the various representatives of workers.

- Ability to promote change management.

- Good understanding of financial impacts derived from HR decisions and policies related with the general business.

Experience of necessary tools (e.g. SAP GHP), labor law and improvement of HR processes desirable.

3. Training Specialist

eDreams

Barcelona Area, Spain

eDreams

ODIGEO

(www.edreamsodigeo.com) is the largest online distributor of flights in the world (measured in terms of sales) and one of Europe's largest e-commerce businesses. Under its five brands (eDreams, GO Voyages, Opodo, Travellink and liligo), it offers the best deals on regularly-scheduled flights, charters, low-cost airlines, hotels, cruises, car rentals, vacation packages, travel insurance and stays of varying length to more than 16 million customers all over the world. Present in forty-four countries, the company employs more than 1,700 professionals.

The Training Specialist role entails delivery of all training activities for our Customer Services Centre. It includes all activities related to the training cycle for both soft skills and technical training: identifying needs, developing resources and coursework materials, evaluating the training actions, as well as maintaining quality assurance and, meeting training set standards.

Main responsibilities:

1. Strategic In-house Training:

- Develop, deliver and implement training and staff development programs as per set standards & requirements;
- Recommend and define training methods that fit within the company's customer service strategy by advising on best trends and practices;
- Conduct orientation sessions and arrange a smooth handover for new hires & existing staff after training delivery;
- Follow up on training needs based on performance appraisals;
- Support other departments for the roll out of processes within a training context;
- Liaise between different stakeholders.

2. Program Development:

- Advise on designing the outline of training manual;
- Ensure that proper program documentation, record keeping, and materials inventory are completed and kept current;
- Develop measuring tools for assessing the impact of the training program;
- Identify problem areas, recommend

solutions, and propose changes to existing training procedures;

- Evaluate facilitation, performance and effectiveness of training programs, providing recommendation for improvement;

Acquire multimedia aids and educational materials.

Requirements:

- Minimum 3 years' full cycle training experience designing soft skills in the Customer Service industry (Call Centre experience is a plus);
- Bachelor degree in HR, Business, Psychology or any related field;
- Extensive knowledge of instructional design theory and learning principles, traditional and modern training methods;
- Fluency in English and Spanish required, French is highly valued;
- Sound decision making and organisational skills;
- Excellent presentation and public speaking skills;
- Proficiency in MS Office and in database software

Asimismo, en <http://www.psychoneuroxy.com/> hay un listado de ofertas de trabajo que pueden resultar de interés.

Colaboradores de este número de Novedades:

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