

## NOVEDADES IDOCAL



### Esta semana:

1. Encuesta sobre inserción laboral de los alumnos del master WOP P
2. Profesores invitados: Isabel Dimas autopresentación
3. Los estudiantes del Master WOP-P presentan sus position Paper (04/05)
4. Sesiones informativas sobre masters oficiales (curso 2016-2017) de la Universitat de València Presentación del Master WOP-P (10/05)
5. Call for Papers: Congreso SEAS, Valencia, 14 – 17 de septiembre 2016

### 1. Encuesta sobre inserción laboral de los alumnos del master WOP P

El consorcio de universidades del Master WIOP-P, en colaboración con la Asociación de ex-alumnos del master WOP-P ha diseñado y una encuesta de evaluación dirigida a analizar la integración en el mercado laboral y la situación de empleo de los exalumnos del master. A continuación la noticia más detallada.

*After celebrating the 10<sup>th</sup> Cohort of Students, the Erasmus Mundus WOP-P Master and the Alumni Association are taking the pulse of the employment conditions of WOP-P Alumni!*

The Erasmus Mundus Master in Work, Organizational and Personnel Psychology (WOP-P) has celebrated, this year, the 10<sup>th</sup> cohort of students who made a leap in their career by studying in two of the universities of the WOP-P Consortium (University of Valencia, University of Barcelona, University Paris Descartes, University of Coimbra, and University of Bologna).

Taking this opportunity, **WOP-P Consortium**, in collaboration with **WOP-P Alumni Association**, has designed and launched a Survey meant to get an overview of **the integration in the labor market** and the **employment situation** of the WOP-P Alumni.

The Survey was created with several **objectives**:

1. Get a general picture of the employment conditions of the alumni
2. Understand how the graduation of this master impacted the employment conditions
3. How long it took to find the first job after graduation.

The survey was launch and sent to all 10 cohorts of alumni on 2<sup>nd</sup> of January 2016. It was filled in by 112 alumni (34 nationalities). The mean age was 30.46, ranging from 21 to 46. Almost half of respondents had benefited of an Erasmus Mundus scholarship during their studies (44 %).

The results of this survey were highly interesting and relevant both for the WOP-P Master and for WOP-P Alumni Association.

### ***Employment Status***

To start with, 93 % of the respondents were active on the labor market, while 7 % were not active (not looking for a job). Out of those who are active on the labor market, 97.8 % were employed or self-employed, while only 2.4 % were unemployed actively looking for a job.

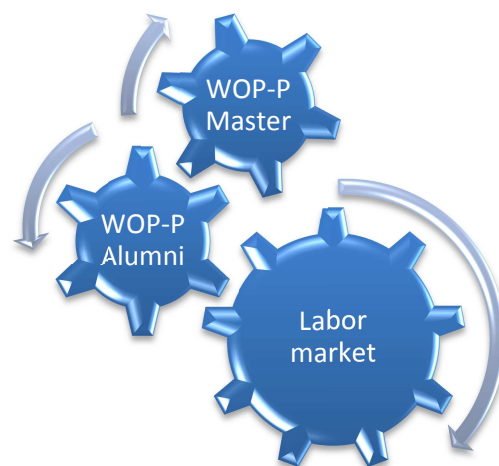
Moreover, 27 % of WOP-P alumni have found a job even before graduating, while 21 % within 1 month after graduation, 33 % within 3 months and 19% within 6 months. Most of the respondents (71%) are working in the private sector, while 17 % of them are working in the public sector and 8 % in NGOs.

Regarding the characteristics of the organizations where they are employed, 59 % of the respondents are working in multinational companies, 29 % in national and 12 % in regional ones.

### ***Relation WOP-P Master - Work***

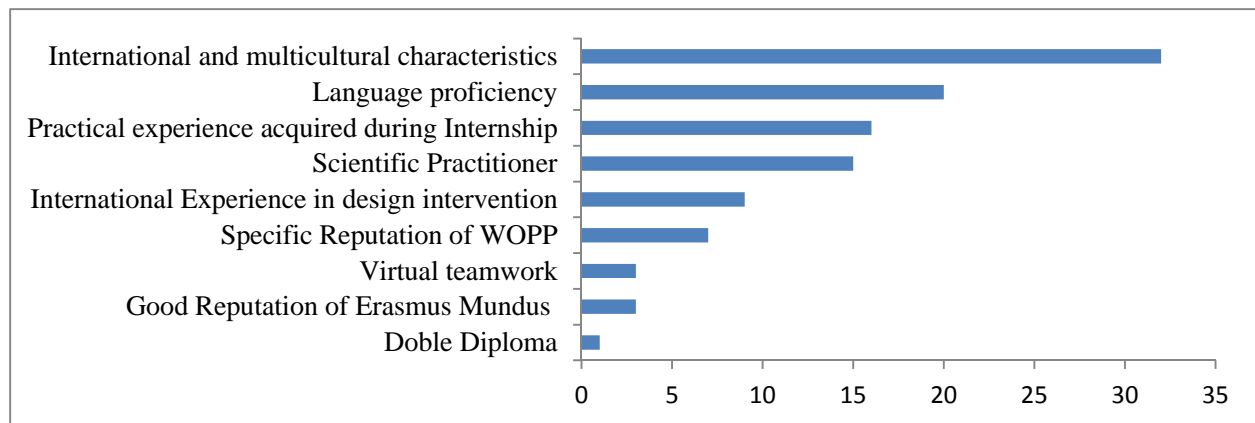
In order to assess **Master – First Job Content Fit**, 48 % of the respondents answered that the master content was highly related with their job, 31 % said it was quite related, 13 % slightly related and 8 % not at all related.

To better understand the **usefulness of master** content, the participants were asked to rate the importance of each **block of the master content** and its topics, for the professional/research current activity. These results represent an important input for the Master Coordination, as it a form of feedback allowing to understand and to adapt the master to the tendencies in the industry.



WOP-P Master aims to develop several **types of competences**, therefore it was assessed the usefulness of each competence for the professional/research activity. The competences were grouped as: basic competences, research, professional and enabling competences. Interestingly, the professional competences (assessment, design of interventions, interventions, evaluation and communication), described according to the European Professional Certification for Psychologists (EuroPsy Model), were the highest rated. Moreover, the basic competences such as critical thinking, self-management, problem solving and team work were evaluated higher than the research competences and enabling competences.

Considering the special characteristics of an Erasmus Mundus Program, the WOP-P alumni were asked to rate the **factors perceived as most important** by their employer when hiring them after the master. The results showed that, independently of professional and personal competences, there are some other factors that can influence the employability, such as intercultural and multicultural characteristics, language proficiency, scientist-practitioner model or international experience in Design Intervention (as in the following graph).



## 2. Profesores invitados: Isabel Dimas, profesora de la Universidad de Aveiro, se presenta.

My name is Isabel Dórdio Dimas and I have been in Valencia with an Erasmus + mobility grant from April 18th to April 22nd. I'm a Professor at the University of Aveiro, where I lecture courses of Organizational Behavior, Human Resource Management and Social Psychology to students from Management, Engineering and Psychology. I'm also a collaborator at the University of Coimbra, namely in the European Master on Work, Organizational, and Personnel Psychology (WOP-P) – Erasmus Mundus Programme. I'm an integrated researcher at GOVCOPP (Research Unit in Governance, Competitiveness and Public Policies) – University of Aveiro and a collaborator at two other Research Units: Research Unit in Cognitive Psychology, Human and Social Development from the University of Coimbra and Center for Health Technology and services research from the Universities of Porto and Aveiro.

My current research interests include workgroups, group dynamics, intragroup conflict, leadership, effectiveness, and emotions in the group. Currently, I'm enrolled in two main projects:

- Erasmus + Project “Catch it! Non-formal academy of activities”. This is an international project that integrates universities from three European countries – Portugal, Denmark and Poland – and that aims at enhancing the quality and relevance of the non-formal learning offer by developing new and innovative approaches and supporting the dissemination of best practices.

- Project Teams over time: A Nonlinear Dynamical System (NDS). The main team of this project is composed of Professor Teresa Rebelo, Professor Paulo Renato Lourenço from the University of Coimbra and myself. This project is focused on the analysis of workgroup development through the Nonlinear Dynamical System (NDS) theory and methods. Specifically, this research has two main goals:

- i) to analyze how some group processes/emergent states (namely group culture, conflict and conflict management, team learning, leadership, communication, interdependency, cohesion, trust, team potency, team commitment, motivation and satisfaction with the group), and their interaction, influence the group's functioning over time;

- ii) to understand in more depth the relationships between those group processes/emergent states and how they influence different group evolutions.

### 3. Los estudiantes del master WOPP presentan sus position Papers

El próximo martes, día 4 de mayo de 9 a 14:00 horas, en la sala M400 tendrá lugar la presentación de la Position Paper de los estudiantes del master WOPP que están en la Universidad de Valencia como host university. Se trata de una sesión colectiva donde los estudiantes presentarán sus propuestas de tesis de master (Position Paper) y recibirán el feedback sobre sus trabajos de sus profesores tutor y del profesor José María Peiró.

El objetivo de estas sesiones es no sólo valorar los avances sino también que los estudiantes aprendan sobre todo a realizar investigación de calidad. Así, en julio está prevista una versión completa (Research Work RW) de lo que será su Tesis de Máster el próximo curso. Los nombres de los estudiantes y sus tutores host son:

- Prof. Ana Zornoza --> **Eleonora Pirondi** (Bologna)
- Prof. Yolanda Estreder --> **Ana Catarina Costa** (Coimbra)
- Prof. Yolanda Estreder --> **Luca Fazi** (Bologna)
- Prof. Esther Gracia --> **Alessandro Crudeli** (Coimbra)
- Prof. José Ramos --> **Diego Barnabà** (Bologna)
- Prof. Vicente Martínez-Tur --> **Nadezhda Butakova** (Paris)

### 4. Presentación del Master WOP-P en las sesiones informativas organizadas por la Universitat de València

El próximo martes, día 10 de mayo, a las 16:00 horas, en el Saló d'Actes Facultat de Filologia, Traducció i Comunicació, tendrán lugar unas sesiones informativas dirigidas a divulgar entre los estudiantes de la Universitat de València, la oferta de masters oficiales del próximo curso 2016-2017. La profesora Núria Tordera presentará el Master WOP-P.

### 4. Call for Papers: SEAS Congres, Valencia, 14 – 17 de septiembre 2016

Se ha abierto el plazo de envío de trabajos para el XI CONGRESO INTERNACIONAL DE LA SOCIEDAD ESPAÑOLA PARA EL ESTUDIO DE LA ANSIEDAD Y EL ESTRÉS – SEAS, que tendrá lugar en Valencia, 15-17 de septiembre de 2016.

Más información, siguiendo los enlaces:

Página Web de la SEAS: <http://www.ansiedadystres.org>

Envío de trabajos (fecha límite el 31 de mayo): <http://www.ansiedadystres.org/content/insc-trabajos>

Inscripción al congreso (fecha de cambio de tarifas el 15 de mayo): [http://www.ansiedadystres.org/content/inscripciones\\_xi\\_congreso](http://www.ansiedadystres.org/content/inscripciones_xi_congreso)