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1. First Small Group Meeting of the Alliance for Organizational Psychology

El próximo 12 -13 Febrero, en Zürich, Suiza tendrá lugar la primera reunión “First Small Group Meeting” de la Alliance for Organizational Psychology, con el tema “Fostering Ethical, Rigorous and Relevant Research: The Contribution of Work and Organizational Psychology”. En esta reunión, participarán varios investigadores del IDOCAL, como **José María Peiró**, Vicente González-Roma y Gosia Kozusznik.

Una breve descripción de la reunión:

“ There are two very active debates in applied psychology, management, and academia more broadly concerning (un)ethical scientific conduct on the one hand and (re)balancing academic rigor and relevance on the other. The meeting is meant to bring these two debates together with the understanding that here may be common root causes for the problems identified and that these root causes are related to structures and processes in the academic system. One such process for which there is broad agreement that it needs to be improved, is the peer review process. The analysis and design of work processes is one of the core competencies in work and organizational psychology. In the meeting this competency will be applied to the academic system itself in order to develop strategies and actionable recommendations for needed change. Outcomes of the meeting will be a memorandum of understanding to be endorsed by associations, journals and university departments in the field of work and organizational psychology and an action plan aimed at initiating and promoting change in our own discipline and the wider academic system. “

2. Publicación

La más reciente publicación de un miembro de IDOCAL es:

Monzani, L., Espí-López, G., Zurriaga, R., Andersen, L. (2016) Manual therapy for tension-type headache related to quality of work life and work presenteeism: Secondary analysis of a randomized controlled trial, *Complementary therapies in medicine*, 25, 86 – 91.

Abstract:

The objective of this research is to evaluate the efficacy of manual therapy for tension-type headache (TTH) in restoring workers quality of work life, and how work presenteeism affects this relation. This study is a secondary analysis of a factorial, randomized clinical trial on manual therapy interventions. Altogether, 80 patients (85% women) with TTH and without current symptoms of any other concomitant disease participated. An experienced therapist delivered the treatment: myofascial inhibitory technique (IT), articulatory technique (AT), combined technique (IT and AT), and control group (no treatment). In general, all treatments as compared to our control group had a large effect ($f \geq .69$) in the improvement of participants' quality of work life. Work presenteeism interacted with TTH treatment type's efficacy on participant's quality of work life. The inhibitory technique lead to higher reports of quality of work life than other treatment options only for participants with very low frequency of work presenteeism. In turn, TTH articulatory treatment techniques resulted in higher reports of quality of work life for a high to very high work presenteeism frequency. Articulatory manipulation technique is the more efficient treatment to improve quality of work life when the frequency of work presenteeism is high. Implications for future research and practice are discussed.

3. Profesor Invitado

Este mes, hasta el 2 de marzo, nos está visitando el profesor Donald Truxillo de la Portland State University.

Prof. Truxillo estará colaborando en el proyecto de investigación "LAS CARACTERÍSTICAS DEL PUESTO DE TRABAJO Y LAS PRÁCTICAS DE RECURSOS HUMANOS COMO ANTECEDENTES DE UN BIENESTAR LABORAL SOSTENIBLE EN LAS DISTINTAS ETAPAS DE LA CARRERA. BELASOS (PSI2012-36557)" con los profesores José M^a Peiró y Núria Tordera. Concretamente colaborará en el análisis del impacto de la edad en las relaciones entre factores organizacionales y el bienestar y desempeño en el trabajo.



Además participará en la Winter School como profesor invitando, impartiendo las clases del módulo de "State of Art"

Más información y su CV está aquí:

<https://www.pdx.edu/psy/donald-m-truxillo-phd-professor-industrialorganizational-psychology>

4. Capítulo libro: Industrial, Work and Organizational Psychology in Europe

Os presentamos aquí un capítulo escrito por Prof. Robert Roe sobre la Psicología Organizacional y del Trabajo en Europa, que se debería publicar dentro de un año. En este capítulo, se mencionan varias de las investigaciones de IDOCAL.

Podéis tener acceso al capítulo al seguir el enlace: [Capítulo Robert Roe](#)

Abstract

This chapter describes the European context and how it has shaped theory and research in work and organizational psychology. It recapitulates the development of the field, describes its scope and orientation, and gives many examples of "typical European" contributions to theory development and empirical research in the areas of work, personnel and organization. A description of the European context, with its rich historical past and linguistic diversity, helps to explain the differences in content, methods and publication practices within Europe as well as contrasts with North-American I/O psychology. The chapter ends with a look into the future of industrial, work and organizational psychology in Europe and elsewhere, and thoughts about path-dependency, convergence, and requisite variety.

5. Recursos

“Future of Jobs”



What is the future of your job?



Al principio de este año, en la reunión de Foro Económico Mundial, realizado en Davos-Klosters, Suiza, entre varios asuntos que nos afecta a todos en general, se ha tratado también el futuro del mercado laboral, asunto que nos interesa a nosotros en especial.

Con este informe llamado “Future of Jobs”, Foro Económico Mundial busca entender el impacto actual y futuro de los cambios claves de los niveles de empleo, habilidades y padrones de reclutamiento en diferentes industrias y países. En este intento, se pide la opinión de los ejecutivos estratégicos de los empleadores más grandes hoy en día, sobre cómo se imaginan que cambiarán los puestos de trabajo en sus industrias hasta el año 2020.

Sus resultados han sido los siguientes. Además, el resumen del informe está aquí: [Future of Jobs](#)

Technological disruption is interacting with socio-economic, geopolitical and demographic factors to create a perfect storm in labour markets in the next five years. Developments in previously disjointed fields such as artificial intelligence and machine learning, robotics, nanotechnology, 3D printing and genetics and biotechnology are all building on and amplifying one another. Concurrent to this technological revolution are a set of broader socio-economic, geopolitical and demographic developments, with nearly equivalent impact to the technological factors.

Jobs gains in the next five years will not be enough to offset expected losses, meaning we have a difficult transition ahead. Current trends could lead to a net employment impact of more than 5.1 million jobs lost to disruptive labour market changes over the period 2015-2020, with a total loss of 7.1 million jobs – two-thirds of which are concentrated in routine white collar office functions, such as office and administrative roles – and a total gain of 2 million jobs, in computer and mathematical, and architecture and engineering related fields.

Manufacturing and production roles are also expected to see a further bottoming out but are also anticipated to have relatively good potential for upskilling, redeployment and productivity enhancement through technology rather than pure substitution.

If you are choosing your college degree today, STEM skills are a good bet – but most importantly you will need to learn and specialize throughout your lifetime. Two new and emerging job types stand out due to the frequency and consistency with which they were mentioned across practically all industries and geographies. The first is the role of data analyst, which companies expect will help them make sense and derive insights from the torrent of data generated by technological disruptions. The second is the role of specialized sales representative, as practically every industry will need to become more skilled in commercializing and explaining their new offerings to unfamiliar businesses, government clients or consumers. A new type of senior manager will also be in demand – one who can successfully steer companies through the upcoming change and disruption.

Even as jobs shrink, companies will find it harder to recruit. Given the overall disruption industries are experiencing, it is not surprising that, with current trends, competition for talent in high-growth job families such as computing, mathematics, architecture and engineering, and other strategic and specialist roles, will be fierce. Finding efficient ways of securing a solid talent pipeline will be a priority for virtually every industry. Even in those job families that will have losses, the roles will become more specialized, making them harder to recruit for if current education and skilling trends stay as they are.

Regardless of the job you are in, expect to face pressure to constantly modify your skills. Across nearly all industries, the impact of technological and other changes is shortening the shelf-life of employees' existing skill sets. What's more, in this new environment, business model change often translates to skill set disruption almost simultaneously and with only a minimal time lag. Even jobs that will shrink in number are simultaneously undergoing change in the skill sets required to do them. On average, by 2020, more than a third of the desired core skill sets of most occupations will be comprised of skills that are not yet considered crucial to the job today. In addition, technical skills will need to be supplemented with strong social and collaboration skills.

Top 10 skills

in 2020

1. Complex Problem Solving
2. Critical Thinking
3. Creativity
4. People Management
5. Coordinating with Others
6. Emotional Intelligence
7. Judgment and Decision Making
8. Service Orientation
9. Negotiation
10. Cognitive Flexibility

in 2015

1. Complex Problem Solving
2. Coordinating with Others
3. People Management
4. Critical Thinking
5. Negotiation
6. Quality Control
7. Service Orientation
8. Judgment and Decision Making
9. Active Listening
10. Creativity



Source: Future of Jobs Report, World Economic Forum

The threat of automation and a jobless future could become a self-fulfilling prophecy if both employers and employees don't act today. Not anticipating and addressing disruptions to employment and skills in a timely manner may come at an enormous economic and social cost. Business leaders are aware of the looming challenges but have been slow to act decisively. Currently, only 53% of chief human resource officers surveyed are reasonably or highly confident regarding the adequacy of their organization's future workforce strategy to prepare for the shifts ahead. At the same time, workers in lower skilled roles may find themselves caught up in a vicious cycle where they could face redundancy without significant re- and upskilling even while disruptive change may erode employers' incentives and the business case for investing in such reskilling.

Government, business – and you – will need a mindset shift towards education and employment. For a talent revolution to take place, firms can no longer be passive consumers of ready-made human capital. Instead, businesses will need to put talent development and future workforce strategy front and centre to their growth. Governments will need to show bolder leadership in putting through curricula and labour market regulation changes that are already decades overdue in some economies. And all of us will need to take much great responsibility for our own talent development by embracing lifelong learning.

Para ver la página web: <http://www.weforum.org/reports/the-future-of-jobs>

Junior Researcher Programme

A continuación, especialmente para los estudiantes de doctorado que tenemos en el instituto, adjuntamos una noticia sobre la siguiente edición del programa Junior Researcher.

The Junior Researcher Programme is currently looking for six engaged PhD students and postdoctoral researchers in psychology to become Research Supervisors for the 2016 jSchool. The jSchool is a student-driven and non-profit initiative that enables psychology students from across Europe to conduct a 13-month long research project under the supervision of early-career researchers. If you or any colleagues would be interested, we ask you to kindly circulate this email to them.

This year's jSchool will take place from 10 to 17 July in Slovenia. The theme for 2016 will be *Mental Wealth: Exploring the impact of psychology*. Research Supervisors propose a research project and then lead a team of six students to develop the study at the jSchool, followed by 13 months within the structure of the JRP. The project finishes with the annual JRP Conference held at Corpus Christi College and the Department of Psychology at the University of Cambridge.

All details are provided in the attached document and more information on the JRP and jSchool is available on our [website \(http://jrp.psycholars.org/\)](http://jrp.psycholars.org/). [Applications](#) are open until 12 February, 2016. You are more than welcomed to contact us at any of the addresses provided in these documents.