

The logo for IDOCAL features the word "idocal" in a lowercase, sans-serif font. The letters "i", "d", "c", and "a" are dark brown, while the "o"s are a golden-yellow color. The "o" in the middle is positioned higher than the others, and a smaller "o" is placed below the "c". The logo is set against a white background within a square frame that has a blue-to-orange gradient border.

idocal

NOVEDADES IDOCAL

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A horizontal decorative bar with a blue-to-orange gradient, matching the design elements of the logo and title.

- 1. PUBLICACIONES: BEING AN OPTIMIST OR A PESSIMIST AND ITS RELATIONSHIP WITH MORNING CORTISOL RELEASE AND PAST LIFE REVIEW IN HEALTHY OLDER PEOPLE - PUIG-PÉREZ ET AL.**
- 2. DOCTORADO: NUEVA INCORPORACIÓN - CRISTINA GOILEAN**
- 3. DOCTORADO: ESTANCIA DE INVESTIGACIÓN - ESTHER VILLAJOS**
- 4. DOCTORADO: ESTANCIA DE INVESTIGACIÓN - AIDA SORIANO**
- 5. CONVOCATORIAS: CALL FOR PAPERS - SPECIAL ISSUE OF INTERNATIONAL HUMAN RESOURCE MANAGEMENT JOURNAL HRM AND EMPLOYABILITY: AN INTERNATIONAL PERSPECTIVE**
- 6. RECURSOS: OPORTUNIDAD COMO RESEARCH ASSISTANT / ASSOCIATE**

1. Publicaciones: Being an Optimist or a Pessimist and its Relationship with Morning Cortisol Release and Past Life Review in Healthy Older People - Puig-Pérez et al.

Nos complace anunciar que se ha publicado en Psychology & Health el siguiente artículo:

Sara. Puig-Perez, Matias Miguel Pulopulos, Vanesa Hidalgo & Alicia Salvador (2017): Being an Optimist or a Pessimist and its Relationship with Morning Cortisol Release and Past Life Review in Healthy Older People., Psychology & Health, DOI: 10.1080/08870446.2017.1408807



Resumen:

Objective: Investigate the relationship between optimism and pessimism and the cortisol awakening response (CAR) and past life review in healthy older people. **Design:** 76 older volunteers summarized their lives, highlighting the most important events, impressions and experiences. Cortisol saliva samples were collected on two consecutive weekdays. High and low optimism and pessimism groups were computed by mean split. **Main Outcome Measures:** Percentages of positive (PE) and negative events (NE) and positive (PCE) and negative cognitions and emotions (NCE) were obtained. Optimism and pessimism were measured with the Life Orientation Test Revised. The areas under the curve with respect to the ground and with respect to the increase were computed, with the latter understood as the CAR. **Results:** The high pessimism group reported more NE and NCE and less PE and PCE (p 's < 0.041). No significant differences in CAR were found between high and low optimism and pessimism groups after removing suspected non-adherent participants (p 's > 0.116). Higher CAR was related to lower PCE, but higher NCE (both p > 0.008). **Conclusion:** Pessimism seems to increase the focus on negative aspects of the past, which may lead to a worse perception of life in aging, whereas optimism contributes to a healthier CAR.

¡Enhorabuena a los autores!

Para acceder al artículo, pincha [aquí](#).

2. Doctorado: nueva incorporación - Cristina Goilean

Nice to meet you all! My name is Cristina, I am 27 years old and I am from Romania. I have a Bachelor Degree in Psychology and a Master Degree in Organizational and Occupational Health Psychology. During bachelor and master studies I worked as a teacher. This job opportunity motivated me to also obtain The Certificates of Graduation for the Employment in the Educational system. I consider myself an out-going person, who likes to travel and who constantly searches new ways to challenge herself.

As a solid proof, I entered in this amazing team and I am looking forward for the continuing professional development. Our research will focus on the security culture in organizations. What actually does it mean to manage well an unexpected event? It is clear we must be able to create the organizational culture in order to provide the needed particular security.



I am excited and ready to begin this interesting journey alongside this fascinating team!

3. Doctorado: estancia de investigación - Esther Villajos



Durante los meses de Septiembre a Noviembre, la doctoranda Esther Villajos ha disfrutado por segunda vez de la beca predoctoral de movilidad del Ministerio de Economía y Competitividad. Durante la estancia en la Universidad de Tilburg, estuvo trabajando en el departamento de *Human Resource Studies* bajo la tutela del profesor Marc van Veldhoven, el cual le ha supervisado el trabajo realizado.

Durante la misma se ha centrado en avanzar el segundo estudio de su tesis: *“HRM and life satisfaction. Differences among for-profit, social and public organizations”*.

Asimismo, también aprovechó la estancia para participar en el PhD Consortium del Dutch HRM Network, donde conoció diferentes estudiantes de doctorado de varios países y donde pudo presentar el que será su tercer trabajo dentro de la tesis *“The mediating role of idiosyncratic deals in the relationship between two bundles of HR practices, well-being and performance”*, con el profesor Paul Boselie como senior.

También participó en el *10th Biennial International Conference of the Dutch HRM Network* con la presentación del trabajo *“HR practices and sustainable well-being and performance at work. Differences among social, public and for-profit organizations”*, realizado junto a los profesores Núria Tordera y José M. Peiró.

4. Doctorado: estancia de investigación - Aida Soriano

Estancia en la “Eindhoven University of Technology” (177th place on World University Rankings 2017).

La doctoranda Aida Soriano ha realizado una estancia de investigación (14 agosto-15 noviembre) como parte del proceso de elaboración de su tesis doctoral titulada “Las características del puesto de trabajo como antecedentes del bienestar y el rendimiento laboral. El rol modulador de los diferentes patrones de trabajo”.

Bajo la supervisión de la Prof. Evangelia Demerouti, Aida ha realizado importantes avances en su tesis doctoral y ha tenido la oportunidad de acceder a recursos y conocimientos del grupo de Investigación “Human Performance Management”. Asimismo también ha asistido a seminarios como “*The Application of OBM to Support Everyday Workplace Behavior and Employee Wellbeing*” impartido por la Prof. Julie M. Slowiak (University of Minnesota Duluth).



En definitiva, dicha estancia ha constituido una valiosa aportación en el avance de la tesis doctoral, así como la ocasión de conocer el funcionamiento de una universidad diferente y, la oportunidad de ampliar los contactos dentro del mundo de la investigación en el área.

5. Convocatorias: Call for papers - Special issue of international human resource management journal HRM and employability: an international perspective

Employability concerns the individual’s chances in the internal and/or external labor market (Forrier, Verbruggen, & De Cuyper, 2015 Forrier, A., Verbruggen, M., & De Cuyper, N. (2015). Integrating different notions of employability in a dynamic chain: The relationship between job transitions, movement capital and perceived employability. It is emerging as an important policy issue in HRM against the background of ongoing developments such as technological changes, ageing populations, and an increasingly competitive organizational environment. This has led to a sharp growth in employability studies in recent years and from an increasingly international scholarship. Although employability is regarded as a management and political concern, surprisingly few studies have addressed the role and impact of employer policies and practices and the national context. In addition, employability outcomes should be probed in greater detail: this probing could address different levels of analysis, for example individual well-being, organizational effectiveness or even societal well-being. Such research would elucidate whether employability, and HRM investments in employability, is beneficial to all parties involved or whether there are unintended outcomes. This has been subject of academic and practitioner debates, as reflected in the so-called employability management paradox that questions whether managerial benefits of investing in employability outweigh the costs.



Special Issue is therefore intended to be a catalyst for attracting and advancing research on the impact of HRM on workers' employability and subsequent outcomes. Examining HRM and employability together is particularly relevant, given that employability is widely viewed as an essential aspect of contemporary employment security in today's ever turbulent employment landscape.

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

6. Recursos: Oportunidad como research assistant / associate

Newcastle University Business School seeks a Research Assistant/Associate to work with the Director of the School, Professor Sharon Mavin, on the 'Women Leaders: Ambition Competition and Friendship' project for a 3 year fixed-term contract. The project examines women elite leaders working with other women and their experiences of ambition, competition and friendship. A large qualitative data set has been collected and the Research Assistant/Associate will complete analysis, writing up and the development of publications and extending the impact of the research. Working with the research team, submitting funding grants and presenting the results to conferences and practitioner audiences will be part of the role.



You will have a PhD or Masters in a Social Science subject using qualitative approaches and analysis and have extensive knowledge of gender, organization and leadership research. You will have excellent communication, organisational, analytical and writing for publication skills.

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

Colaboradores de este número (por orden alfabético):

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