

NOVEDADES IDOCAL



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1. Publicaciones: Crónica del Congreso Internacional de Psicología del Trabajo y Recursos Humanos 2016 «Comprometiendo personas y organizaciones». Soriano et al.

Nos complace anunciar que se ha publicado el siguiente artículo:

Soriano, A. Lira, E.M., Kozusznik, M. (2016). Crónica del Congreso Internacional de Psicología del Trabajo y Recursos Humanos 2016 «Comprometiendo personas y organizaciones». *Revista Vasca de Gestión de Personas y Organizaciones Públicas*, 11, 134-141.



Resumen:

El Congreso Internacional de Psicología del Trabajo y Recursos Humanos 2016 tuvo lugar durante los días 2 y 3 de junio de 2016, en el Colegio Universitario Cardenal Cisneros de Madrid. Dicho evento supuso un punto de encuentro entre docentes, investigadores y profesionales de la Psicología del Trabajo y Recursos Humanos, cuyo objetivo principal era tomar conciencia de la importancia de la Psicología para la gestión óptima de las organizaciones. El congreso contó con una amplia variedad de actividades que ofrecían la oportunidad de intercambiar conocimiento, propuestas, buenas prácticas y experiencias entre los asistentes. La estructura del congreso se desarrolló en torno a 6 áreas: 1) Talento y Diversidad, 2) Empleabilidad y Desarrollo, 3) Evaluación de Personas y Contextos, 4) Tecnologías y Personas, 5) Salud y Bienestar, y 6) Liderazgo, Compromiso y Desempeño. En conclusión, el congreso puso de manifiesto la importancia de la Psicología del Trabajo, de las Organizaciones y Recursos Humanos como elemento esencial en la reconstrucción de los vínculos de confianza en los entornos laborales. Así pues, el objetivo de las empresas, de la mano de la disciplina psicológica, debe focalizarse en generar mayor bienestar en la organización, buscar que sus empleados se sientan comprometidos con ella y que disfruten de su desempeño, haciendo que éste sea cada vez mayor. En esta línea, este congreso ha facilitado la puesta en común de diferentes estrategias que facilitan la consecución de dichos objetivos.

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

¡Enhorabuena a los autores!

2. Participaciones: IDOCAL participa en el establecimiento del premio “Robert Roe”

El profesor José María Peiró forma parte del jurado para la concesión de este premio, en cuyo establecimiento está participando el IDOCAL.

Robert A Roe Award for Outstanding Contribution of Psychology to Society



Robert Roe was President of EFPA from 2009 to 2015. He has throughout his career been instrumental and influential in bringing Psychologists across Europe together. He was one of the founders of EAWOP (one of EFPA’s Associate member associations), and has emphasized that psychologists should focus on how the discipline can contribute towards making a better society. In this line Robert Roe has established contacts with policymakers in Brussel and invigorated and stimulated EFPA to be more relevant to society. This award was established to honour Robert Roe and his work. The Robert A. Roe Award is an EFPA award initiated by EFPA, EAWOP, the Department of Organization Studies of Maastricht University, and the Research Institute IDOCAL of University of Valencia.

Eligibility:

The award will be given to a psychologist who has made:

- ✦ an outstanding contribution to bringing psychologists from all over Europe together, either from a scientific, professional, practical, or policy-making perspective and
- ✦ through his/her academic and/or practical work, emphasized or demonstrated the relevance of psychological knowledge for society.
- ✦ Junior psychologists are also eligible where the criteria are shifted towards first signs of and great potential for outstanding contributions.

Organisational matters after the selection:

- ✦ The Robert Roe Award is awarded during the Opening Ceremony of the European Congress of Psychology by the President of EFPA
- ✦ The Robert Roe Award Lecture will be delivered during the European Congress of Psychology.
- ✦ Arrangements for the awarding of the Prize and for the Lecture (travel, hotel, program) will be made by the organizers of each European Congress of Psychology and are mentioned in the ECP agreement.

3. Visitantes en el IDOCAL: Prof. Marta Fulop

A continuación mostramos una reseña de una profesora que visitó el Laboratorio de Neurociencia Social Cognitiva el pasado día 19 de Enero.



Prof. **Márta Fülöp** is the Scientific Director of the Institute for Cognitive Neuroscience and Psychology of the Hungarian Academy of Sciences (HAS) and Head of the Cultural Comparative Psychology Department. She is also a professor of social psychology in the Faculty of Psychology and Education, Eötvös Loránd University of Budapest (ELTE).

She has been a member of the Children's Identity and Citizenship in Europe SOCRATES Academic Network since 1998 and member of the Executive Committee since 2000. She has been the chair of the annual research student conference called "New researchers for the new Europe" since 2006. She is currently the director of the Centre of Research on European Identity and Citizenship (Strand 2) of the Network. She has been elected second time in 2011 to be the Research and Publications Officer of the Children's Identity and Citizenship: European Association. She is associate editor of the journal *Citizenship, Teaching, Learning* since 2010. She is also member of the editorial committee of several international journals, including *European Psychologist*, *International Perspectives in Psychology: Research, Practice, Consultation*, *Napredak*, *Interpersona*.

Her other commitments include the following: She was the president of the Social Psychology Division of the Hungarian Psychological Association between 2000 and 2008. She was Deputy Secretary-General of the International Association of Cross-Cultural Psychology and chaired the Harry and Pola Triandis Doctoral Thesis Award International Committee between 2008 -2012. She is past-president of the United Scientific Ethical Committee in Psychology representing 5 higher education and research institutes in Hungary, and co-chair of the independent Research Ethics Committee of the Eötvös Loránd University, Faculty of Psychology and Education. She is chair of the Social, Economic Sciences and Humanities Research Sub-Committee of the Hungarian Academy of Sciences.

She has extensive international experience. She was Research fellow of Japan Foundation (1996-1997) doing research in Japan, a Lindzey Fellow (1997-1998) in the Center for Advanced Studies in the Behavioral Sciences, Stanford, USA, a visiting professor at the Faculty of Sociology and Social Psychology, Kansai University, Osaka, Japan in 2004.

Her main research fields are the psychology of competition and the psychology of citizenship, both of which include cross cultural perspectives. She has published several books, book chapters and journal articles in relation to these topics. Some examples on citizenship:

Books:

- ✚ Hutchings, M., Fülöp, M., Van Den Dries, A. (eds.) (2002) *Young People's understanding of economic issues in Europe*. Stoke-on-Trent: Trentham Books;
- ✚ Fülöp, M., Ross, A. (2005) (eds.) *Growing up in Europe today: Developing identities among adolescents*. Stoke-on-Trent. Trentham Books and Sterling, USA;
- ✚ Ross, A., Fülöp, M., Pergar Kuscer, M. (2006) (eds.) *Teachers' and Pupils' Constructions of Competition and Cooperation: A three-country study of Slovenia, Hungary and England*. Ljubljana:University of Ljubljana Press.

Book chapters, proceedings chapters:

- ✚ Fülöp, M. (2005) The development of social, economical, political identity among adolescents in the post-socialist countries of Europe. In: M. Fülöp, A.Ross (eds) Growing up in Europe today: Developing identities among adolescents. Stoke-on- Trent. Trentham Books and Sterling, USA. 11-39.
- ✚ Fülöp, M. (2002) Intergenerational differences and social transition: Teachers' and students perception of competition in Hungary In: E.Nasman., A. Ross. (ed) Children's understanding in the new Europe. Stoke-onTrent: Trentham Books 63-89
- ✚ Fülöp, M. (2005) The development of social, economical, political identity among adolescents in the post-socialist countries of Europe. In: M. Fülöp, A.Ross (eds) Growing up in Europe today: Developing identities among adolescents. Stoke-on- Trent. Trentham Books and Sterling, USA. 11-39.
- ✚ Fülöp, M., Ross, A., Pergar Kuscer, M., Razdevsek Pucko, C. (2007) Competition and cooperation in schools. An English, Hungarian and Slovenian comparison. In F.Salili., R.Hoosain (Eds), Research in Multicultural Education and International Perspective, Vol 6: Culture, Motivation and Learning: A Multicultural Perspective. Greenwich, CT: Information Age Publishing. 235-284
- ✚ Fülöp, M., Goodwin, R., Goebel, K., Grad, H., Martin Rojo, L., Nguyen Luu, L.A., Berkics, M. (2007) Integration of Chinese immigrant children in four countries: Germany, Hungary, Spain and the UK. In A. Ross (eds) Citizenship Education in Society. London: Metropolitan University. 331-343.
- ✚ Fülöp, M. (2007) European representation of citizenship: the case of England and Hungary. In: I. Kovalcikova (ed.) Children's Identity and Citizenship in the Visegrad Context. Proceedings of the International Academic Conference. Presov: University of Presov 35-46
- ✚ Fülöp, M. (2008) Educating the cooperative competitive citizen. In: K. Tirri (eds.) Educating moral sensibilities in Urban Schools. Rotterdam: Sense Publishers. 171- 187.

Journal articles:

- ✚ Fülöp, M. (2009) Socialization for cooperative and competitive citizen: a classroom observation study. Social Science Tribune. Special Issue: From a national identity to a European one. Vol. 55. Summer. 59-87.
- ✚ Fülöp, M., Aktan, E., Davies, I., Navarro, A. (2012) The cooperative competitive European citizen: is this notion present in the representation of citizenship among student teachers in four countries? In: S. Striker (ed). Adult Education. Historical and Theoretical Aspects. Budapest: Eötvös University Press. 11-21
- ✚ Fülöp, M., Szarvas, H. (2012) The ability of cooperation in a competitive context as a civic competence. In: S. Striker (ed). Adult Education. Historical and Theoretical Aspects. Budapest: Eötvös University Press. 21-35.

4. Master WOP: Celebración de 4 workshops sobre psychosocial risk analysis

Los pasados **19 y 20 de Enero** se han impartido cuatro workshops sobre PSYCHOSOCIAL RISK ANALYSIS por parte de los alumnos de Primer Curso del Master Erasmus Mundus WOP-P en el marco de la asignatura WORK II: Health and Quality of Working Life impartida por los profesores Zornoza y Peiró.

Cada workshop ha tenido una duración de 4 horas y todos ellos han tenido como objetivo **promover el aprendizaje y la practica bajo supervision de las competencias profesionales incluidas en el modelo de Referencia Europsy**. En concreto se han practicado las competencias de los siguientes bloques Europsy: 1) Análisis de Necesidades y establecimiento de objetivos de la actuación profesional, 2) Evaluación psicológica (con metodologías cuantitativas y cualitativas) y la 3) Comunicación con los clientes y usuarios de los servicios profesionales (proporcionar feedback y elaboración de informes).

Los títulos de los workshops y los instructores o formadores de cada uno de ellos son los siguientes:

- ✚ Workshop on Protocols, Planning and Needs Analysis. Presenters: Tariku Ayana Abdi, Cale Vaughan, Isabel Pérez, Rik Vreeke & Marie Kinezou.
- ✚ Workshop on Quantitative Psychosocial Risks Analysis”. Presenters: Natalie McCullough, Sara López, Lara Nova, Elena Dafnoudi & Marie Blizkovska
- ✚ Workshop on Qualitative Methods and Tools for Psychosocial Risks Assessment and Analysis. Presenters: Madeleine Soler, Naiara Vidal, Nur Haris Ali & Ole Kristian Mork.
- ✚ Workshop on Feedback time. Building competences for effective communication of P.R.A. results. Presenters: Michelle Reneclé, Brian Florez, Pavan Mudallar & Vanesa Gelardo.

Podeis ver los carteles o folletos anunciadores de cada workshop en este [enlace](#).



5. Convocatorias: Call for papers – Talent management: Quo vadis?

The literature on **talent management** has been growing continuously, though to some in a somewhat haphazard way. The result is a somewhat fragmented body of knowledge which remains imprecise and characterised by a rather vague, and at the same time, appealing rhetoric. Arising from this, there have been calls for a more significant degree of critical scrutiny of the phenomenon in order that we might more fully evaluate its true value from a science-practice perspective.



Against the backdrop of these on-going debates, we invite manuscripts for this special issue which critically reflect on what has been accomplished. In adopting a more critical perspective, it is important to identify alternative approaches that can help us to understand the phenomena in question. In particular, we are interested in manuscripts that offer deeper insights on appropriate theoretical lenses that unearth the conceptual utility of talent management, along with empirical contributions that clarify and evaluate the operationalisation and the impact of talent management practices, processes and systems in a range of contexts and on different stakeholders.

Important dates

- ✚ Submission deadline: August 30th, 2017.
- ✚ Expected publication: December, 2018.

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

Colaboradores de este número de Novedades (por orden alfabético):

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