


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-brown color. The top "o" is positioned above the "d", and the bottom "o" is positioned below the "c". The logo is centered within a white square that has a thin orange border, which is itself set against a larger orange-to-brown gradient background.

idocal

NOVEDADES IDOCAL

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A horizontal decorative bar with a gradient from orange to blue, located at the bottom of the white content area.

- 1. VISITANTES EN EL IDOCAL: PROF. KAZUHO YAMAURA**
- 2. DOCTORADO: ENSAYO DE TESIS - YARID AYALA**
- 3. MASTER WOP-P: PRESENTACIONES DE TESIS DE MÁSTER**
- 4. CONVOCATORIAS: CALL FOR PAPERS - JOURNAL OF MANAGERIAL PSYCHOLOGY CALL FOR PAPERS FOR TWO SPECIAL ISSUES**

1. Visitantes en el IDOCAL: Prof. Kazuho Yamaura



Desde el 17 de Septiembre hasta el 18 de Marzo estará con nosotros la profesora Kazuho Yamaura, de la Universidad de Ritsumeikan. A continuación mostramos una breve reseña de su trayectoria y estancia.

Kazuho YAMAURA is a Professor of Industrial/Organizational Psychology at Ritsumeikan University. She received her Ph.D. from Hiroshima University. Prior to moving to the Japan Industrial Safety & Health Association, she was employed by the Japan Institute for Group Dynamics. She then moved to the University of Shizuoka where she obtained a tenured position.

Her research is in the area of leadership and team management, with a particular focus on how damaged trust in relationships can be restored and how business philosophy influences creativity and alternative behavior.

The general goal of her research stay is to plan and do research on business philosophy, leadership and innovation, and learning how to manage the lab/project team.

2. Doctorado: Ensayo de tesis - Yarid Ayala

El próximo día Viernes 30 de Junio a las 11 am en la sala M400, Yarid llevará a cabo un ensayo de la presentación de su Tesis de Doctorado, que lleva por título: **Four well-being performance patterns: personal and organizational antecedents and age as moderator**. Dicha tesis es supervisada por el prof. José María Peiró y Núria Tordera.

Quedan cordialmente invitados a dicha presentación en donde el objetivo es recibir feedback de cara a la presentación final. Adjunto encontrarán un pequeño overview de dicha tesis.

Research objectives

This thesis is about the study of well-being and job performance. We approach to the study of those outcome variables from an integrative, heuristic, and expansive perspective. First, we understand well-being as a concept encompassing hedonic and eudaimonic constructs (Ryan & Deci, 2001). Second, we study job performance adopting a heuristic framework, and therefore, this might include task, contextual, adaptive/creative, or counterproductive performance (Koopmans et al., 2011). Third, we expand the boundaries of the classical happy-productive worker thesis, to study synergistic (happy-productive and unhappy-unproductive) and antagonistic patterns (happy-unproductive and unhappy-productive). Finally, we study well-being and job performance not in isolation, but embedded in a context where different elements related with the job, the person, the person-organization relation, and the organization, take place.

Therefore, the main purpose of this thesis is: to provide empirical evidence of four wellbeing-performance patterns i.e., happy-productive, unhappy-unproductive, happy-unproductive, and unhappy-productive, by attending some of the most enduring conceptualizations of well-being and performance, and to identify some of their antecedents and moderators. The most innovative features of this thesis are the study the antagonistic patterns (beyond the synergistic ones), the consideration of eudaimonic well-being (beyond hedonic well-being), and grounding of our hypotheses on theories from areas of research beyond I/O psychology, such as social psychology or cognitive psychology. Specifically, we proposed 2 general research objectives, 7 specific research objectives, and 3 empirical studies that respond to them.

General Research Objective 1: To provide empirical evidence of the four well-beingperformance patterns i.e., happy-productive, unhappy-unproductive, happy-unproductive, and unhappy-

productive, by attending some of the most enduring conceptualizations of well-being and performance.

General Research Objective 2: To identify some of the antecedents of the four well-beingperformance patterns, considering aspects of the job, the person, the person-organization relation, and the organization, and the moderating role of age.

1. Conceptual model of the thesis

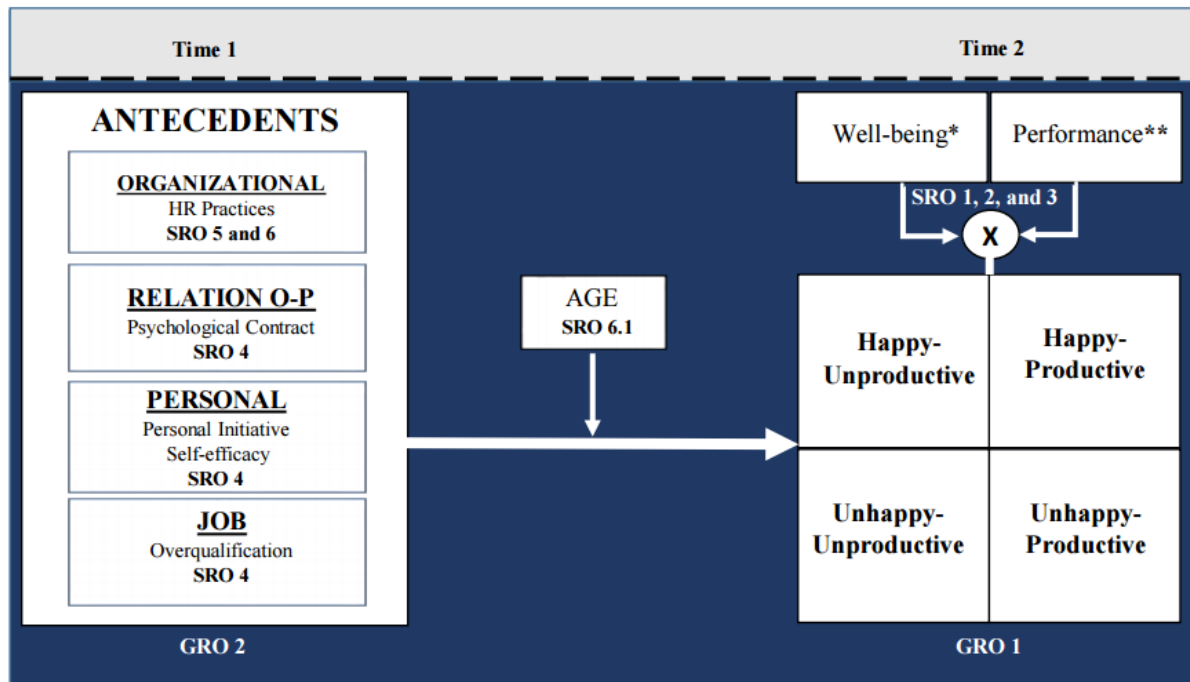


Figure 4.1. Integrative conceptual model and the Doctoral Thesis, including the general and specific research objectives and the studies.

Notes:

GRO = General Research Objective, SRO = Specific Research Objective

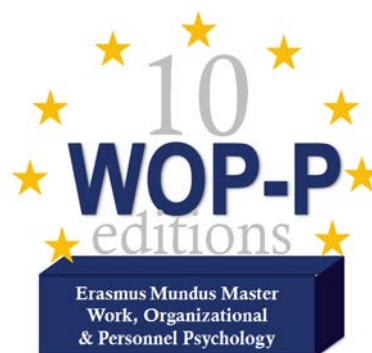
*Study 1 job satisfaction, Study 2 job-related affective, Study 3 eudaimonic.

**Study 1 innovation, Study 2 task performance, Study 3 evaluated by supervisors.

3. Master WOP-P: Presentaciones de Tesis de Máster

Los días 10 y 11 de Julio tendrán lugar las presentaciones de las Tesis de Máster con que concluirá la Décima Edición del **Master on Work, Organizational and Personnel Psychology**. Durante todo el día 10 y hasta mediodía del 11 se presentarán públicamente los trabajos de los estudiantes de Valencia en el Salón de Grados de la Facultad de Psicología, para a continuación dar paso a la ceremonia de clausura también pública.

Hemos de recordar que **Alice Maniezki, David Montesa y Baltasar González**, ya integrados en el IDOCAL gracias a sus prácticas de investigación, también expondrán sus trabajos, por lo que es nuestra oportunidad para ver su presentación.



4. Convocatorias: Call for papers - Journal of Managerial Psychology Call for Papers for Two Special Issues

Cooperation in Organizations

Guest Editors: René Schalk and Petru L. Curpeu, Tilburg University, The Netherlands; m.j.d.schalk@uvt.nl, p.l.curseu@uvt.nl

The theme: Cooperation is one of the most important topics for modern organizations. There is a lack of research, however, that provides clues on how modern organizations can best organize their cooperation processes. Cooperation as a synergic force remains a core organizational process driving organizational effectiveness. Although cooperation is one of the main topics in organizations, there is a need for more theory development and research on the topic. Therefore, this special issue of the Journal of Managerial Psychology aims to address issues related to cooperation in organizations.

Deadline: September 1, 2008

Please contact the guest editors if you have questions about the special issue. All papers should be from 5,000 to 7,000 words and should be submitted electronically to Kay Sutcliffe at ksutcliffe@emeraldinsight.com, stating that the paper is for a special issue of the Journal of Managerial Psychology on “Cooperation in Organizations.”

Intercultural Competence

Guest Co-Editors: Michael J. Morley, University of Limerick, Ireland, Jean-Luc Cerdin, ESSEC Business School, France

This special issue of the Journal of Managerial Psychology aims to further explore the multifaceted nature of intercultural competence and deepen our knowledge of its relationship with individual and/or organizational effectiveness. Specifically, we intend to publish papers that contribute to (a) a better conceptualization and definition of intercultural competence, (b) the relationships between intercultural competence and individual or organizational outcomes, and (c) measurement of intercultural competence.

Deadline: September 29, 2008

Submissions should be between 5,000 and 7,000 words is. Please submit to Kay Sutcliffe, at



ksutcliffe@emeraldinsight.com, stating that the paper is for a Special Issue on “Intercultural Competence.”

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

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