

NOVEDADES IDOCAL



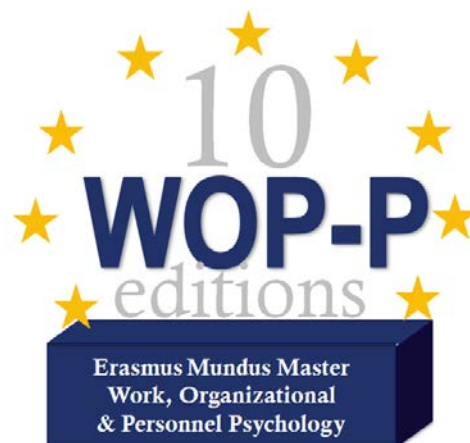
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1. Mensaje del director: Décima edición del máster WOP

Estimados amigos:

Como sabéis, este año estamos impartiendo el segundo curso de la DECIMA EDICIÓN DEL MASTER ERASMUS MUNDUS OF WORK, ORGANIZATIONAL AND PERSONNEL PSYCHOLOGY. Esta magnífica y trabajada aventura comenzó en Noviembre de 2004 cuando Vicente Martínez-Tur, Isabel Rodríguez y yo viajamos a Bologna para explorar las posibilidades de preparar la aplicación para la Convocatoria Erasmus Mundus. Después, toda la UIPOT trabajó duro y bien para solicitar y posteriormente poner en marcha dicho master. Conseguimos el reconocimiento del WOP-P y en Septiembre de 2006 lanzábamos la primera de las cinco ediciones para las que se nos concedía el sello de calidad Erasmus Mundus.



Posteriormente, realizamos otra aplicación para cinco nuevas ediciones que también se concedió comenzando la sexta edición en 2011 con un gran esfuerzo en la UIPOT para impartirlo todo en inglés y conseguir una mayor internacionalización. A finales de Febrero va a tener lugar la X EDICION DE LA CONOCIDA WINTER SCHOOL y también la reunión anual de la ASOCIACION DE ANTIGUOS ALUMNOS DEL MASTER. Por el camino hemos ido incorporando nuevas Universidades asociada como la de Guelph y la de Brasilia, hemos superado muchas dificultades y hemos formado a casi 400 profesionales e investigadores que están desarrollando su labor investigadora y/o profesional en países de los cinco continentes.

Durante este año queremos celebrar la finalización de esta décima edición. Con ello queremos valorar lo conseguido con el esfuerzo de todos ya que este es un proyecto colectivo del que podemos y debemos estar orgullosos. De todos modos, las celebraciones no son sólo para reconocer y valorar lo realizado en el pasado. Lo son, sobre todo, para soñar e impulsar nuevos proyectos para conseguir mejores logros. En este campo también tenemos mucho que celebrar. De nuevo hemos logrado el sello de calidad ERASMUS MUNDUS para llevar adelante el master en próximas ediciones, bajo la coordinación del Prof. Vicente Martínez-Tur y ahora con la incorporación junto a Guelph y Brasilia, de otras cuatro Universidades no europeas: Baltimore, Florida Institute of Technology, Illinois Institute of Technology y la Universidad de Puerto Rico.

Estamos en el año preparatorio de esa nueva serie de ediciones y a comienzos de marzo tendremos el workshop de profesores de todas las Universidades Europeas en Gandía que tiene prevista una magnífica asistencia, de todas las Universidades Europeas del consorcio, según la participación que ya tenemos confirmada. Esta será una magnífica oportunidad para celebrar la X Edición WOP-P. También queremos celebrarla en el IDOCAL con los alumnos actuales del Master, y compartir esa celebración con otros profesores y alumnos de nuestra Facultad. Par ello, vamos a ir organizando una serie de actividades académicas a lo largo del año. Las primeras se anuncian en este NOVEDADES y van a consistir en dos interesantes conferencias: una de la Prof. Roya Ayman del Illinois Institute of Technology y la otra del Prof. Marc Veldhoven de la Universidad de Tilburg.

Estáis todos cordialmente invitados. Enhorabuena a todos porque en equipo hemos hecho realidad este fabuloso proyecto y lo hemos convertido en magníficos logros, al tiempo que hemos trabajado ya un futuro que promete ser muy fructífero.

Un abrazo

Jose M. Peiró

Director del IDOCAL

2. Publicaciones: Justice in teams. Martínez-Tur & Moliner

Nos complace anunciar que se ha publicado el siguiente artículo en Oxford Research Encyclopedia of Psychology:

JUSTICE IN TEAMS

Vicente Martínez-Tur and **Carolina Moliner**

Subject: Industrial and Organizational Psychology, Social Psychology

Online Publication Date: January 2017 DOI: 10.1093/acrefore/9780190236557.013.16



Resumen:

Traditionally, justice in teams refers to a specific climate—called justice climate— describing shared perceptions about how the team as a whole is treated. Justice at the individual level has been a successful model from which to build the concept of justice in teams. Accordingly, there is a parallelism between the individual and team levels in the investigation of justice, where scholars' concerns and responses have been very similar, despite studying different levels of construct. However, the specific particularities of teams are increasingly considered in research. There are three concepts (faultlines, subgrouping, and intergroup justice) that contribute to knowledge by focusing on particularities of teams that are not present at the individual level. The shift toward teambased structures provides an opportunity to observe the existence of dividing lines that may split a team into subgroups (faultlines) and the difficulty, in many cases, of conceiving of the team members as part of a single group. This perspective about teams also stimulates the study of the subgroup as a source of justice and the focus on intergroup justice within the team. In sum, the organizational context facilitates shared experiences and perceptions of justice beyond individual differences but also can result in potential conflicts and discrepancies among subgroups within the team in their interpretation of fairness.

¡Enhorabuena a los autores! Para acceder al artículo, pincha [aquí](#).

3. Visitantes en el IDOCAL: Prof. Roya Ayman

Desde el viernes 3 de Febrero hasta el 7 del mismo mes tendremos en el IDOCAL a la prof. Roya Ayman, del Illinois Institute of Technology, que ofrecerá un seminario el próximo lunes, anunciado asimismo más adelante en este boletín. A continuación mostramos una breve reseña de su biografía y trayectoria.



Roya Ayman received her Ph.D. in Cross-Cultural Organizational Social Psychology from the University of Utah. As a faculty member of the I-O program she supervises an average of 14 theses and dissertation projects a year. She has presented 53 papers in professional journals and has published 20 papers and chapters. She was a member of a team developing a forty-hour training program and manual for the National Fire Department. Recently she co-edited a book on Leadership Theory and Research: Perspectives and Directions.

Ayman also has been involved in consulting projects with a variety of organizations and areas such as mental health, educational, and industry (e.g., Bell, Ameritech, Walgreens, Carson Pirie, General Electric, General Motor, Segram).

As a consultant she has engaged in diagnoses and assessments of organizations' employees' attitude and behavior in areas of leadership effectiveness, morale, absenteeism, turnover, and stress. She has also done Management Development, Group Problem Solving, Group Development, and Diversity training. She has completed projects on the effect of work-family conflict on work performance and she has developed an evaluation program of telecommuting intervention as an organizational re-engineering to reduce work-family conflict.

4. Visitantes en el IDOCAL: Prof. Marc van Veldhoven

Desde el lunes 6 de Febrero hasta el viernes 10 del mismo mes estará con nosotros el prof. Marc van Veldhoven. El miércoles ofrecerá un seminario que se anuncia más adelante en este Novedades. Si alguien desea mantener una entrevista con Marc durante su estancia, que lo comunique a José María Peiró, a Nuria Tordera o a Esther Villajos. A continuación mostramos una breve reseña de su biografía y trayectoria.



Marc van Veldhoven (Ph.D. Groningen University/1996) is full professor in and chairman of the department of Human Resource Studies at Tilburg University, the Netherlands. His main interest is in building bridges between work psychology and strategic HRM. Marc worked as a practitioner in occupational health care for 15 years before coming to academia in 2002. Since then he has published journal articles, book chapters and books on a wide range of topics in applied psychology, HRM and occupational health. He has a special interest in the development of questionnaire methods for the three applied research fields mentioned. He is currently on the editorial boards of *JOOP*, *Human Relations*, and *EJWOP*.

Some of his latest publications are:

- ✦ [Integrated and isolated impact of high-performance work practices on employee health and well-being: A comparative studie.](#) Ogbonnaya, C., Daniels, K., Connolly, S. & [van Veldhoven, M. J. P. M.](#) 2017 In : *Journal of Occupational Health Psychology*. 22, 1, p. 98-114
- ✦ [Motivation for starting business in Sub-Saharan Africa: The case of women entrepreneurs in Ehtiopia.](#) Hailemariam, C., [Kroon, B.](#) & [van Veldhoven, M. J. P. M.](#) 2017 *Entrepreneurial ecosystems and growth of women's entrepreneurship: A comparative analysis.* Manalova, T., Edelman, L., Brush, C., Welter, F. & Robb, A. (eds.). Cheltenham: Edwar Elgar
- ✦ [Four types of well-being among entrepreneurs and their relationships with business performance.](#) [Dijkhuizen, C. J. M.](#), [van Veldhoven, M. J. P. M.](#) & [Schalk, R.](#) 27 Jun 2016 In: *The Journal of Entrepreneurship*. 25, 2, p. 184-210
- ✦ [Connecting empowerment-focused HRM and labor productivity to work engagement: The mediating role of job demands and resources.](#) [van de Voorde, F. C.](#), Veld, M. & [van Veldhoven, M. J. P. M.](#) 2016 In : *Human Resource Management Journal*. 26, 2, p. 192–210
- ✦ [Employees, managers and HPWP: A ‘win-win’ or the transformational leader’s exploitative approach to organizational performance?.](#) Ogboyanna, C., Daniels, K., Connolly, S., [van Veldhoven, M. J. P. M.](#) & Nielsen, K. 2016 *Understanding the high performance workplace: The line between motivation and abuse.* Ashkanasy, N., Bennett, R. & Martinko, M. (eds.). London: Routledge
- ✦ [Feeling successful as an entrepreneur: A job demands — resources approach.](#) [Dijkhuizen, J.](#), Gorgievski, M., [van Veldhoven, M. J. P. M.](#) & [Schalk, R.](#) 2016 In: *International Entrepreneurship and Management Journal*. 12, 2, p. 555-573

5. Seminarios: Gender's Role in Leadership Effectiveness and Implication for Leadership Development

El próximo lunes 6 de Febrero a las 12.00 tendrá lugar en el Salón de Grados de la Facultad de Psicología la conferencia **Gender's Role in Leadership Effectiveness and Implication for Leadership Development**. A continuación mostramos un resumen de la misma.



Presenter: Prof. **Roya Ayman**, Illinois Institute of Technology, Chicago IL

Abstract

The presentation will review the past research on gender and leadership acknowledging different potential models (Ayman & Korabik, 2010) and the various roles that gender has played in contributing to leadership or moderating the relationship between leadership behaviors or characteristics and effectiveness. The concept of gender and effectiveness will be defined and show how these differing definitions in research can influence the results of the findings. The empirical evidence on the relationship between gender and leadership and effectiveness will be presented. Suggestions to organizations and individuals on leadership development across genders will be discussed. Some questions such as the following will be addressed: How men and women differ in their leadership? How do men and women's leadership behaviors relate to effectiveness across conditions? What may be the contributors to the variations? Finally, how can we develop and empower men and women to become leaders?

6. Seminarios: Connecting Work Psychology to Strategic Human Resource Management

Asimismo, el próximo miércoles 8 de Febrero, a las 9:30 (hasta las 11:30) en la sala M400 tendrá lugar el seminario "Connecting work psychology to strategic human resource management". A continuación mostramos una breve reseña del mismo:



Professor: Prof. **Marc van Veldhoven**

At the interface of work psychology and Strategic Human Resource Management (SHRM) a lively area of research has developed over the past decade. Alignment between the well-being and performance of individual employees on the one hand and organizational goals, practices and results on the other hand constitutes its main focus.

In the first part of the seminar, the starting points of this emerging research area will first be outlined. Next, a brief overview is presented of existing research in the area. Next, three future research directions will be presented: complex trade-offs, strategic context, and the active employee. As a conclusion, the relevance of this area for the wider community of work and organizational psychologists will be reflected upon.

In the second part of the seminar we will take a more detailed look at modeling multilevel mediation processes. These would appear to be highly relevant when aiming to integrate individual and organizational level processes into HRM research. Until quite recently, such integration was mostly modeled using aggregation approaches. It will be outlined what may be the problems of such an aggregation approach and what other options are now available. The challenge is not only methodological, however, there are also conceptual and theoretical challenges. These will also be discussed.

7. Investigación: Matías Pulopulos marcha a Bélgica para desarrollar una beca postdoctoral

Aunque nos entristezca su marcha por un lado, por otro nos complace anunciar que Matías Pulopulos ha encontrado una oportunidad postdoctoral a desarrollar en Bélgica, la cual empezará el 17 de Febrero y tendrá una duración de tres años. A continuación mostramos los detalles de la beca.

- ✚ **Beca:** Special Research Found for Postdoctoral researchers from Ghent University.
- ✚ Centro en el que se llevará a cabo el proyecto: Universidad de Gante.
 - Facultad de Psicología.
 - Departamento de Psicología Clínica Experimental y de la Salud.
 - Laboratorio de Psicopatología y Neurociencia Afectiva (PAN Lab)
- ✚ Web del grupo: www.ugent.be/pp/ekgp/en/research/research-groups/panlab
- ✚ Investigador principal del grupo: Dr. Rudi de Raedt.



Title of the project:

The role of expectancy and proactive control on stress regulation: a neurocognitive investigation.

Objective of the project:

The objective of this project is to investigate the role of expectancy and proactive control in stress regulation as well as the neurocognitive mechanisms involved in this process. We will use an experimental design to investigate whether changes in expectancy and proactive control can affect stress regulation. In this project we will use hormonal, cardiovascular and psychological measures of stress and we will use Transcranial Magnetic Stimulation to increase neuronal activity and proactive cognitive control performance.

Summary:

This project is based on a recently proposed neurocognitive framework for regulation expectations (De Raedt and Hooley, 2016). Based on previous evidence, the authors argue that the expectancy of an individual's regulatory abilities prior to a stressful situation will be related to an active anticipation and the proactive up- or downregulation of specific neurocircuits before the actual encounter with stressful events. This increase in anticipatory stress regulation would decrease the need for reactive control when actually confronted with the stressful situation and it will improve the reactive stress regulation. Several studies have related the DLPFC to anticipation and proactive control performance and we expect that this area would be involved in the process of regulation of the anticipatory stress response. The hypothesis of the project is that the higher the individuals' expectancy of their stress regulatory abilities, the greater their proactive control before the encounter with the stressful event, leading to an improvement in anticipatory stress regulation. This, in turn, will lead to an improvement in reactive stress regulation. The DLPFC plays a crucial role in this process since it is especially involved in proactive cognitive control. Additionally, in this project we investigate whether the Cortisol Awakening Response works as a biological mechanism that improves both proactive control performance and anticipatory stress regulation.

8. Convocatorias: Call for papers – Special Issue “Why, when and for whom are job resources beneficial?”

Job resources, such as autonomy and social support, are deemed important ingredients to healthy and interesting work. Policy approaches (e.g. ILO, 2001) as well as theoretical models in job design (Demerouti, Bakker, Nachreiner, & Schaufeli, 2001; Hackman & Oldham, 1976; Karasek, 1979) put job resources to the fore as key levers to enhance employee well-being and performance. Job resources may, however, not always have their intended beneficial effects. For example, job resources may enhance strain when they are unsolicited or become overwhelming (Deelstra et al., 2003; Schwartz, 2000). Yet, with only a few exceptions (e.g., Warr, 1987), theoretical models usually do not account for the negative effects of job resources, or seek to understand the processes or contexts evoking such negative effects. Given recent conceptual (e.g., proactive and relational perspectives on job design; Grant & Parker, 2009) and methodological developments (e.g. diary and experience sampling methods that examine the dynamics of job resources; Bakker & Daniels, 2012), it is timely to seek further understanding of why, when and for whom job resources are either beneficial or harmful.

In this **special issue**, we aim to expand our understanding of job resources; to identify the boundary conditions of resource-based models of job design and elaborate, extend



and posit new theoretical processes that explain how job resources come to have their effects; to explore the conditions (e.g., at the individual, meso, or macro-levels) under which job resources have beneficial, neutral, adverse or mixed effects on wellbeing and performance; to use new methodologies capable of capturing job resources' nuanced effects on wellbeing and performance; and to inform the design of organizational and job level interventions to enhance wellbeing and performance through the provision of appropriate job resources.

Potential topics may include, but are not restricted to the following:

- ✚ What are the cognitive, emotional, behavioural, social and political processes involved in the perception, construction and effects of job resources?
- ✚ Under which conditions do normally positive relationships of job resources with well-being and performance turn into negative or neutral relationships?
- ✚ What is the role of time? For example, do job resources accumulate over time? Do resources' impact on individual's performance and well-being change over time?
- ✚ Do daily job resources have psychological properties that are similar or different from general job resources?
- ✚ What are proactive ways through which employees can mobilize their job resources?
- ✚ How do meso and macro (e.g. institutional) influences interact with individual sense-making and behaviours in the development and effects of job resources?
- ✚ Which HR strategies are most effective in fostering which employee job resources?
- ✚ In what ways can organizations offer tailored job resources to their employees?

In line with the mission of AP:IR, we particularly encourage submissions with an international focus or using samples of emergent markets, developing countries or contexts in which resources are likely to be scarce.

Submission instructions: The deadline for submission of manuscripts is **October 20, 2017**. Submissions will be accepted between 1 October and 20 October 2017. All manuscripts are expected to follow the Applied Psychology: An International Review submission guidelines and are subject to the regular double blind review process. Please select 'special issue' as the manuscript type in the submission system. Interested authors are encouraged to send any questions regarding the special issue to the Guest Editors.

9. Convocatorias: Best International Dissertation Award 2017

The **International Theme Committee (ITC)** is now accepting submissions for the Best International Dissertation Award, sponsored by the International Theme Committee of the Academy of Management and Emerald Group Publishing. The deadline for submission is **March 15, 2017**, at 11:59PM Eastern Standard Time.

Eligibility Criteria

The ITC-Emerald Best International Dissertation Award is open to all applicants

with a PhD or DBA who successfully defended their theses/dissertations between January 1, 2016 and December 31, 2016. Dissertations/theses submitted to other competitions are eligible. All applicants must be members of the Academy of Management.



Award Criteria

The dissertation must contribute to basic or applied knowledge on topics within the charge of the International Theme Committee.

- ✚ The theme and content of the dissertation/thesis should reflect an awareness of business and management outside domestic boundaries.
- ✚ The dissertation/thesis should be rich in the appropriate literature, offer new insights, and employ/suggest creative methodologies or models. We value both mainstream and non-mainstream topics and methods.
- ✚ The contribution of the dissertation/thesis should improve the understanding and internationalization of business trade and other forms of organizational transactions.

Submission Guidelines

Submit electronically a 15-page, double-spaced summary of the dissertation/thesis. The document should have margins of one inch (2.5 cm) on every side and no smaller than 12-point font. This summary should include the dissertation/thesis title, a description of the dissertation/thesis objectives, theoretical foundations, relation to prior research, methodology, findings, limitations, and contributions to the field of international business. Listings of references are not included within the 15-page limit, but all other text, figures, tables or illustrations are included. Submit the summary in PDF format with no author identification. All submitted documents must be in English.

In a separate title page include your current affiliation, mailing address, e-mail address, telephone number, the name of the institution where the Ph.D. or D.B.A. was obtained, the name of your dissertation/thesis advisor, and six keywords describing the topic of your dissertation/thesis. A document duly authenticated by appropriate authority (e.g., Head of the School/Research/Department confirming the date of final defense/viva) for the award of the degree should also be submitted.

Please also submit a one-page CV.

Submit all the documents via e-mail to itcdissertation@gmail.com, and the ITC-Emerald Best International Dissertation Award Chairs: Laura Fernández-Méndez (lfmendez@icade.comillas.edu) and Marketa Rickley (marketa-rickley@uiowa.edu).

Any questions can be directed to Laura Fernández-Méndez or Marketa Rickley. You can find more information regarding last year award [here](#).

Para visitar la página de **Academy of Management**, pincha [aquí](#).

10. Congresos: 31st Conference of the EHPS: Innovative ideas in Health Psychology

Organized by the European Health Psychology Society (EHPS), the “**Innovative Ideas in Health Psychology**” Conference will be held in **Padova, Italy, August 29 - September 2, 2017.**






The EHPS is an academic professional organisation formed to promote empirical and theoretical research in, and applications of health psychology, both within and beyond Europe. The society has over 3.000 members and holds an annual conference that typically attracts 800+ participants. The Society supports the publication of two journals, Psychology & Health and Health Psychology Review, and a Newsletter, The European Health Psychologist. More information about the Society and previous conferences can be found on our website: www.ehps.net.

Topics:

The Conference covers a wide range of topics related to Health, Illness, Behaviour Change, Occupational Health, Psychophysiology, Coping with Pain, Stress and Disease, Neurophysiology, Public Health, and more. The conference program will be enriched with 8 parallel sessions with over than 300 oral presentations and hundreds of posters spanning three interactive sessions. We also expect to bring more expertise and innovative research in several fields of health psychology through Workshops, Symposia, Roundtables and Debates.

Deadlines:

-  Presentation Submissions: 17 February, 2017
-  Workshop Submissions: 17 February, 2017
-  Acceptance: End of April, 2017

Registration and Fees:

EHPS members will enjoy a lower registration fee and a multitude of benefits. More information regarding registration and all available fees can be found on the conference website.

Host City:

Padova (or Padua in English) is one of the most charming and dynamic towns in Italy. The historical centre boasts a wealth of medieval, renaissance and modern architecture; here a fascinating mix of historic and new, of centuries-old traditions and metropolitan rhythms creates a unique atmosphere. The medieval palaces, churches and cobbled streets emanate a sense of history and culture, the shops, markets and locals, a sparkling vitality and vibrant modern life.

Padova is in the North East of Italy situated about 30 km southwest of Venice, about 30 km east of Vicenza, the city of Palladio, and about 80 km east of Verona, the city of Romeo and Juliet and the open air opera festival in the Roman Arena.

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

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

Vicente Martínez-Tur
Luminita Patras
José María Peiró
Matías Pulpulos
Nuria Tordera
Esther Villajos