


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 rectangular background.

idocal

NOVEDADES IDOCAL

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A horizontal decorative bar at the bottom of the page, consisting of a gradient from orange to blue.

- 1. PARTICIPACIONES: II CONGRESO INTERNACIONAL Y VI NACIONAL DE PSICOLOGÍA DEL TRABAJO Y RRHH - CONTRIBUCIONES DEL IDOCAL**
- 2. PARTICIPACIONES: CONFERENCIA DE ESPERANZA GONZÁLEZ-BONO EN EL DÍA INTERNACIONAL DE LA EPILEPSIA**
- 3. PUBLICACIONES: DIALOGUE BETWEEN WORKERS AND FAMILY MEMBERS IS RELATED TO THEIR ATTITUDES TOWARDS SELF-DETERMINATION OF INDIVIDUALS WITH INTELLECTUAL DISABILITY - MARTÍNEZ-TUR ET AL.**
- 4. CONVOCATORIAS: CALL FOR PAPERS - SPECIAL ISSUE CALL FROM BALTIC JOURNAL OF MANAGEMENT**
- 5. RECURSOS: PUBLICACIÓN DE INTERÉS - EMOTION IN THE WORKPLACE. ASHKANASY ET AL.**

1. Participaciones: II Congreso Internacional y VI Nacional de Psicología del Trabajo y RRHH - contribuciones del IDOCAL

En breve (1-3 de Marzo) tendrá lugar el II Congreso Internacional y VI Nacional de Psicología del Trabajo y RRHH en Valencia, del que el IDOCAL es institución colaboradora. A continuación mostramos las participaciones de miembros del IDOCAL en el congreso:

- ✚ Las políticas y prácticas de recursos humanos, promotoras del desempeño y el bienestar de los empleados. *Conferencia plenaria.* **José María Peiró Silla.**
- ✚ Evaluación en contextos laborales y organizacionales. *Coordinación de mesa.* **Vicente González-Romá.**
- ✚ Evaluación del clima y la cultura organizacional. *Ponencia.* **Vicente González-Romá.**
- ✚ Competencias para la evaluación de entornos organizacionales. *Ponencia.* **Ana Hernández Baeza.**
- ✚ Evaluación de la cultura de seguridad. *Ponencia.* **Francisco Gracia Lerín.**
- ✚ Tecnología e innovación. *Coordinación de mesa.* **Ana Zornoza Abad.**
- ✚ El trabajo colaborativo en contextos virtuales: equipos y comunidades. *Ponencia.* **Virginia Orego Castellá.**
- ✚ ¿Trabajador feliz y productivo? Una revisión de las relaciones paradójicas entre bienestar y desempeño. *Comunicación.* **Nia Plamenova Djourova.**
- ✚ ¿Qué fue antes, el huevo o la gallina? Revisión de la teoría del trabajador feliz y productivo. *Póster.* **Esther Villajos Girona.**
- ✚ Acuerdos personalizados sobre las prácticas de RRHH: antecedentes individuales y organizacionales. *Póster.* **Esther Villajos Girona.**
- ✚ Connecting culture and climate in work teams: the role of leader-member exchange quality. *Comunicación.* **Pia Helen Kampf.**
- ✚ Job characteristics and job satisfaction: the moderating role of psychological capital. *Póster.* **David Montesa García.**
- ✚ Employees' Work Patterns-Office Type Fit and the dynamic relationship between Flow and Performance. *Comunicación.* **Aída Soriano Ripoll.**



2. Participaciones: Conferencia de Esperanza González-Bono en el Día Internacional de la Epilepsia

El pasado día 12 la profesora Esperanza González-Bono realizó una charla en la Real Academia Nacional de Medicina acerca del papel del neuropsicólogo en el abordaje multidisciplinar de la epilepsia, con motivo del día internacional de esta patología. El título de su ponencia fue el siguiente:

“El rol del neuropsicólogo en el abordaje multidisciplinar de la epilepsia”

En el siguiente enlace podemos ver el vídeo, ya que la sesión se grabó en streaming:

<http://bit.ly/2CpvC9i>

También se encuentra en prensa un artículo sobre en el ámbito de la evaluación en epilepsia y el tratamiento farmacológico del

que es co-autora, titulado “Antiepileptic drug reduction and increased risk of stimulation-evoked focal to bilateral tonic-clonic seizure during cortical stimulation in patients with focal epilepsy”, al que podéis acceder pinchando [aquí](#).



**Epilepsy
& Behavior**

Asimismo, el pasado 10 de Febrero se celebraron las jornadas de ALCE (Asociación de personas con epilepsia de la Comunidad Valenciana), donde se expusieron los resultados preliminares de la aplicación del programa de intervención INTREPIDA. Esperanza participó con la siguiente ponencia:

“Eficacia del programa Intrépida en niños y adultos: evaluación de seguimiento”

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



3. Publicaciones: Dialogue between workers and family members is related to their attitudes towards self-determination of individuals with intellectual disability - Martínez-Tur et al.

Nos complace anunciar que se ha publicado en Journal of Intellectual and Developmental Disability el siguiente artículo:

Vicente Martínez-Tur, Yolanda Estreder, Carolina Moliner, Esther Gracia, Luminița Pătraș & Ana Zornoza (2018): Dialogue between workers and family members is related to their attitudes towards self-determination of individuals with intellectual disability, Journal of Intellectual & Developmental Disability, DOI: 10.3109/13668250.2017.1416256



Resumen:

Background: This study focused on attitudes of workers and family members towards self-determination of individuals with intellectual disability. First, we compare their self-determination attitudes. Second, we test the link from mutual communication (workers and family members perceive that the other party openly dialogues about self-determination) to individual attitudes. Finally, we examine the relationship between mutual communication and affinity in attitudes. **Method:** We conducted a survey study with 111 organisations (914 workers and 845 family members). **Results:** Workers have more positive attitudes than family members. In addition, high mutual communication was associated with individual positive attitudes towards self-determination and shared attitudes between workers and family members. **Conclusions:** When both workers and family members perceive that the other party is accessible and willing to engage in open dialogue about self-determination issues, their attitudes converge.

¡Enhorabuena a los autores!

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

4. Convocatorias: Call for papers - Special issue call from Baltic Journal of Management

HRM as a shared function



This special issue (SI) will bring together leading scholars in a holistic view of the delivery and implementation of HRM in modern organisations. Debates within HRM journals indicate that there is an under-developed understanding of what a shared HRM function is and in what way HRM agents should cooperate to be most effective. This SI will focus on the collective or shared nature of the HRM function, exploring the roles of various HRM agents and their interrelationships. This SI will therefore aim to extend our theoretical and empirical understanding of HRM as a partnership of multiple agents or stakeholders, and will come up with practical implications for what is the most effective mode of cooperation between HRM agents to design, implement and sustain HRM practices in organisations.

This special issue calls for research that investigates the various HRM agents in the shared function of HRM delivery, for example (but not limited to):

- HRM professionals at different levels and functions (e.g. HRM department personnel, business partners)
- Senior/Strategic managers / CEOs / Top management teams (TMT)
- Frontline managers / middle managers / line managers
- Project and functional managers
- External consultants and HR service providers, including outsourced shared service centers and offshoring agencies
- Trade Unions
- Employees at different roles and levels of the organization
- Most importantly, the interactions and forms of cooperation between any of the previously listed HRM agents

We welcome both empirical and conceptual contributions that benefit from strong theoretical foundations. Authors will be asked to contribute articles that not only make a theoretical contribution with appropriate scholarly standards of data collection and analysis, but also that contribute to practitioners' capacity to interpret the findings for an organisational and workplace context.

Submission deadline. To be considered for publication in the special issue full manuscripts should be submitted by November 15, 2018. Anticipated publication date of the special issue is early 2020.

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

5. Recursos: publicación de interés - Emotion in the workplace. Ashkanasy et al.

En el año 2017 se publica en el Annual Review of Organizational Psychology and Organizational Behavior una revisión sobre emociones en el lugar de trabajo. La referencia es la siguiente:

Ashkanasy, N. M., & Dorris, A. D. (2017). Emotion in the workplace. Annual Review of Organizational Psychology and Organizational Behavior, 4, 67-90.

Resumen:

Beginning in the 1990s and following decades of neglect, what came to be referred to as the Affective Revolution has radically transformed our understanding of the role played by emotion in organizational psychology and organizational behavior (OPOB). In this article, we review the field of emotion in the workplace from different perspectives, corresponding to five discrete levels of analysis: (a) within-person temporal effects, (b) between-person (personality and attitudes) factors, (c) interpersonal behaviors (perception and communication of emotion), (d) group level (leadership and teams), and (e) organizational level (culture and climate). Within these perspectives, we address the importance of affective events theory (AET) and its interaction with emotional intelligence, emotional labor, and emotional contagion, as well as the role of emotion in leadership and organizational culture and climate. We conclude by presenting an integrative model that shows how the five levels are linked, followed by discussion of measurement issues, ideas and areas for future research, and suggestions for practice.

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



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