


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"s are stylized, with the top and bottom curves being open. 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

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A horizontal decorative bar at the bottom of the page, consisting of a thin orange line on top and a thin blue line on the bottom, both set against a white background.

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5. **PUBLICACIONES: ASSESSING THE ANTECEDENTS AND CONSEQUENCES OF THREAT APPRAISAL OF AN ACUTE PSYCHOSOCIAL STRESSOR: THE ROLE OF OPTIMISM, DISPLACEMENT BEHAVIOR, AND PHYSIOLOGICAL RESPONSES - ZANDARA ET AL.**
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7. **UNIVERSIDAD: EL DOCTOR YARID AYALA SE INCORPORA A LA UNIVERSIDAD JAVERIANA DE BOGOTÁ, COLOMBIA**

1. Nota para los miembros del IDOCAL

Aquellas personas que estén realizando un **proyecto de investigación** en el IDOCAL y que quieran dotar a dicho proyecto de mayor **visibilidad** colgándolo en la página web del Instituto, que se pongan en contacto con Joaquín Andrés a través de su correo (anbeljo@alumni.uv.es) para pasarle la información de dicho proyecto.

Estos proyectos aparecerían en forma de fichas en la página "[Proyectos](#)" que tiene la web. E incluso se podría crear un microsite para los proyectos por si se quisiera un mayor grado de personalización en la presentación de los datos del proyecto como en este [ejemplo](#) que hay en la web. Para dudas o más información, ponerse en contacto con Joaquín.

2. Participaciones: El prof. José M. Peiró coordina una sesión en el Symposium Anual de la Red de Catedráticos de Psicología del Trabajo y las Organizaciones en París

El prof. **J. M. Peiró** participa estos días (22-23 de Marzo) en el Symposium Anual de la Red de Catedráticos de Psicología del Trabajo y las Organizaciones en París, moderando una *general discussion* sobre el tema "**Digitization: The role of work and organizational psychology in developing 21st century competencies and organizations**", más concretamente su segunda parte: "Discussion of policy making concerning the effects of digitization on workers and organizations and of the role of work and organizational psychology". A continuación ofrecemos un resumen del simposio:

Objective

Technological developments under the general heading of digitization are expected to have a major impact on how we live and work. What kinds of competencies do people need to make the best out of these new opportunities? How are these new systems to be designed so that people can interact with them in the most effective way and what competencies do system designers need to make this happen? How should these developments be taken into consideration when designing organizations and teams and in job crafting? The symposium will take stock of what work and organizational psychology knowledge there is to meet these challenges and what policy makers expect from work and



organizational psychology in order to make informed decisions on the future development and use of digital technology. From the discussions next steps will be identified in order to get ENOP to play a more active role in the digitization debate.

Program overview

The symposium has three parts:

1. Discussion of relevant work and organizational psychology knowledge concerning requirements for people's competencies and system and organizational design with increasing digitization of work.
2. Discussion of policy making concerning the effects of digitization on workers and organizations and of the role of work and organizational psychology.
3. Development of an outline for an ENOP action plan concerning digitization of work (e.g., preparing white papers and policy briefs, establishing contacts with relevant policy makers and institutions, organizing workshops with policy-makers and practitioners, reviewing study programs in work and organizational psychology).

También se celebra un workshop para promover la convocatoria de investigaciones conjuntas a nivel europeo, "**Grant application workshop**", organizado por Karina Nielsen, aimed at ENOP colleagues interested in developing European grant applications. We will go through a structured process of identifying shared interests and developing project ideas that interested groups can continue working on.









El Symposium está organizado por la [ENOP](#). What Is ENOP?

ENOP is the European Network of Organizational Psychologists. Founded in 1981, its aim has always been to bring together professors of Work and Organizational Psychology from across Europe to promote the subject within Europe and beyond. This includes the promotion of education and research activity.

The one more formal activity is an annual **symposium**, normally held in Paris, where members come together to discuss an agreed topic of general interest to the development of Work and Organizational Psychology and to discuss issues of mutual interest. Membership of ENOP is by invitation from among full professors. Numbers from each country are limited to a maximum of two or three and an attempt is made to involve members from as many European countries as possible.

ENOP tiene su propia Newsletter que podéis leer [aquí](#).

El prof. **José M. Peiró es presidente de la ENOP** hasta el final del simposio de este año, en que se elegirá al nuevo.

President	Honorary president	Treasurer	Secretary	Secretary	Editor of Newsletter
					
José Maria Peiró	Vincent Rogard	Fred Zijlstra	Gudela Grote	David Guest	Lyudmila Karamushka
University of Valencia	Université Paris Descartes	University of Maastricht	ETH Zürich	King's College London	Institute of Psychology

3. WOP-P Master practices: this week - Michelle Renecle

We continue sharing the second year WOP-P master practice experiences. This week shares her experience at an institution:

Michelle Renecle

My name is Michelle Renecle and I am a second year WOP-P master's student currently doing my fourth semester internship at Organization and Management Solutions (OMS) in Guelph, Canada. In my role as consultant at OMS, I am currently working on a variety of exciting consulting projects. In three of these projects, the WOP-P interns are the lead consultants. The first project we're working on is the creation of experiential learning trainings for managers and key stakeholders to best execute a new performance management approach for the learning and development department of the university. The second project has to do with integrating and improving the current selection tools for the university's Human Resources department to incorporate best practice methodology. The third project entails conducting focus groups with co-working space incumbents to generate a report on the impact of co-working spaces on the community.



In addition, we are supporting current consultants at OMS with the creation of a webinar to teach managers how to use work samples for selection and with conducting trainings on structured interviews for members of a big governmental institution.

At OMS we are given the opportunity to meet with clients and learn how to incorporate their needs and changes into projects, create proposals for upcoming projects and to work in a dynamic and professional environment. We are lucky to have great mentors, such as Dr. Gloria González-Morales, who expertly executes the scientist practitioner model in her everyday work. There is a large focus on evidence based solutions to clients needs which is a great environment to transition into from the WOP-P master's programme.

I believe the master's programme has not only equipped me with the professional knowledge and skills to be able to easily work in this consulting environment but also the personal competencies to adapt to this new environment, cope under pressure and work effectively in diverse teams.



4. Publicaciones: Human resource function, unions and varieties of capitalism: exploring their impact on human resource management practices based on CRANET data - Cristiani & Peiró

Nos complace anunciar que ha sido aceptado para su publicación en la revista *Employee Relations* el siguiente artículo:

Cristiani, A., & Peiró, J. M. Human resource function, unions and varieties of capitalism: exploring their impact on human resource management practices based on CRANET data. *Employee Relations*.



Resumen:

Purpose This paper explores varieties of capitalism (VoC) as a moderator of the effect of (i) the strategic HR function role and (ii) the level of union presence on the adoption of different HRM practices categorized as either person-centred or performance-centred. **Design/methodology/approach** The authors use data on both multinationals and locally-owned firms from 14 OECD countries, collected through the Cranet 2009 survey. The hypotheses of the proposed model were tested using hierarchical multiple regression analysis. **Findings** Evidence shows that the strategic HR function is positively related to the adoption of both types of HRM practices, whereas higher levels of union presence inhibit the adoption of performance-centred practices and promote the adoption of person-centred practices. In addition, although VoC does not show any significant direct effects on HRM practices, there is a moderating effect of VoC on the HR function role – HRM practices and union presence – HRM practices relationships. **Research limitations/implications**- The use of survey data with single respondents might produce reliability problems. Additionally, the data used are cross-sectional, which means that causality cannot be determined. **Practical implications** Managers in MNCs and local firms must be aware of the distinct effects of the strategic HR function and trade union presence in different market economies. In particular, special attention must be paid when a firm expands globally, “outside the reach” of the national market economy or type of capitalism and operates in different VoC. **Originality/value** The present article contributes to better understanding the influence of varieties of capitalism, not only on HRM practices, as in previous research, but also on the relationships between the HR function role and the level of union presence and the types of practices promoted.

¡Enhorabuena a los autores!

Para obtener copia del artículo, pónganse en contacto con los autores.

5. Publicaciones: Assessing the antecedents and consequences of threat appraisal of an acute psychosocial stressor: the role of optimism, displacement behavior, and physiological responses - Zandara et al.

Nos complace anunciar que se ha publicado en la revista *Stress* el siguiente artículo:

Zandara, M., Villada, C., Hidalgo, V., & Salvador, A. (2018). Assessing the antecedents and consequences of threat appraisal of an acute psychosocial stressor: the role of optimism, displacement behavior, and physiological responses. *Stress: the International Journal on the Biology of Stress*.



Resumen:

The feeling of stress is increasing in today's societies, particularly in young adults subjected to social evaluative situations in highly competitive academic and work contexts. Threat appraisal is a primary and fundamental reaction when people face a stressful situation. The aim of this study was to investigate the role of dispositional optimism as an antecedent and displacement behavior as a consequence of threat appraisal of a social-evaluative situation of stress. A second objective was to verify the moderating role of physiological responses to stress (heart rate and cortisol reactivity) in the relationship between threat appraisal and displacement behavior. To do this, we combined the Trier Social Stress Test (TSST) with ethological analysis, self-report questionnaires, and physiological data. As expected, people who scored higher on dispositional optimism perceived stress as less threatening, and a higher perception of threat was positively related to displacement behavior patterns. Moreover, the results showed that threat appraisal fully mediates the relationship between dispositional optimism and displacement behavior, and that only heart rate reactivity (not cortisol) moderates the relationship between threat appraisal and displacement behavior.

¡Enhorabuena a las autoras!

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

6. Publicaciones: Service climate in organizations: Validating the Italian version of the Service Climate Scale (ISCS) - Zappalà et al.

Nos complace anunciar que se ha publicado en *Testing, Psychometrics, Methodology in Applied Psychology* el siguiente artículo:

Zappalà, S., Martínez-Tur, V., & Mariani, M. G. Service climate in organizations: Validating the Italian version of the Service Climate Scale (ISCS). *Testing, Psychometrics, Methodology in Applied Psychology*, 2018, Vol. 25, pp. 5-20.



Resumen:

Service climate refers to employees' perceptions of the organizational practices and behaviors that are expected and supported with regard to customer service. Service climate is considered to influence employee's attitudes and behaviors during service encounters with customers and, thus, indirectly influence customer satisfaction and loyalty. Using a 16-item scale, based on Schneider, White, and Paul (1998), this study validates the Italian version of the Service Climate Scale (ISCS). Data were collected in an Italian cooperative that offers health and social services in small rehabilitation centers and nursing homes. A total of 1,384 employees working in 135 centers answered a questionnaire. Results confirmed that construct, convergent, and discriminant validity are satisfactory, and that service climate is described by four factors: global service climate, customer feedback, customer orientation, and managerial practices. This study confirms that the scale proposed is a good measure of service climate in the Italian language.

¡Enhorabuena a los autores!

Para obtener copia del artículo, pónganse en contacto con los autores.

7. Universidad: El doctor Yarid Ayala se incorpora a la Universidad Javeriana de Bogotá, Colombia

Desde el pasado 1 de Marzo, el ex doctorando **Yarid Ayala** se ha incorporado como profesor asistente en la [Universidad Javeriana](#) en Bogotá, Colombia. En concreto se ha incorporado al cuerpo docente de la Facultad de Ciencias Económicas y Administrativas, colaborando en el Área de Gestión Humana y del Conocimiento. En dicho grupo de investigación participan profesores como **Delio Ignacio Castañeda**, **Pauline Marie Yvonne Fatien**, **Jaime Andrés Bayona** o **Carlos Valencia Garcés**. El proceso de incorporación se ha realizado a través del proceso de “Job Market” iniciado en el pasado congreso de la Academy of Management celebrado en Atlanta, USA y es el primer profesor contratado a través de dicho procedimiento. La Universidad Javeriana fue fundada en 1623, es una universidad católica y considerada como una de las mejores universidades de país.



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