

The logo for 'idocal' is displayed in a white square with a thin orange border. The word 'idocal' is written in a sans-serif font. The 'i' and 'c' are dark brown, while the 'o's are orange. The 'o' in the middle is larger and positioned higher than the others, with a smaller orange 'o' centered below it.

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NOVEDADES  
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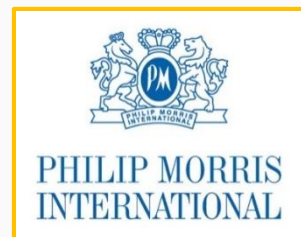
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## 1. WOP-P Master practices: this week - Marie Blizkovska

We continue sharing the second year WOP-P master practice experiences. This week shares her experience at Philips Morris, Antwerpt (Netherlands):

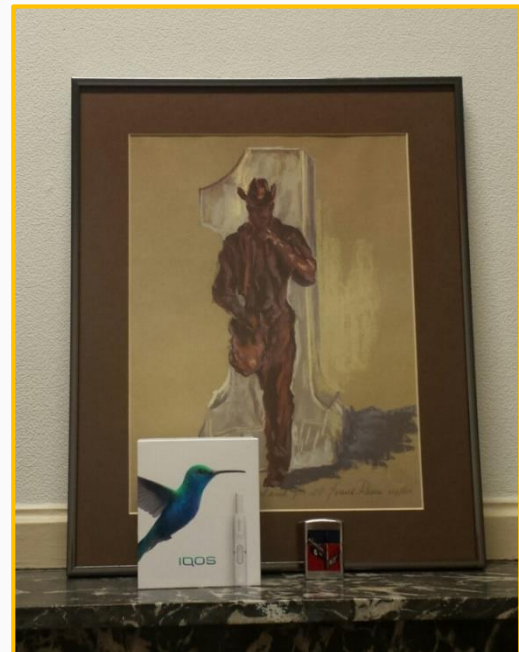
### Marie Blizkovska

*“The past week at Philip Morris, one of the world’s largest tobacco producers, has been full of excitement and novelty. I’ve had the chance to experience two main aspects of working in a new company- getting to navigate the company itself as well as performing my work duties.*



In the first category I’ve been able to practice my networking skills at a town hall event, where a new culture change intervention was rolled out. This culture change comes in connection with the new vision of PMI – a smoke free future

(see picture on the right and <https://www.pmiscience.com/>). This vision entails a lot of changes in work structure, new products to market, strategies to develop. So, this is a very stimulating time to be in the company and learn. Other than that, my breaks were spent chatting in the canteen or playing FIFA in the ‘flax area’. I’ve taken home countless Marlboro and L&M merchandise, and chocolate Easter eggs that have been handed out at the office. Walking around the office with an assignment, my badge and a blazer, I finally feel like a ‘young professional’.



As for my actual job duties, I am working on the InKompass internship program that Philip Morris International has launched a couple of years back. My goal is to select four new interns out of the thousand that apply in the Benelux department. So far this has mostly consisted of phone call interviews, judging creative challenges, and other administrative tasks that go along with it. In the month to come, my team will have to choose the 24 finalists that will be invited to the on-ground assessment, and subsequently organize the event itself. Finally, we will formulate the strategy of InKompass in Benelux for the coming year. Additionally, I have participated in a job fair where we promoted the company and recruited interns for InKompass (see picture below) . Moreover, I will have the opportunity to accompany a sales representative in the field to get a feel of the market.

*Selection from my PMI collection so far: Painting of original Marlboro cowboy vs. ‘smoke-free’ IQOS*

Throughout this whole experience one thought goes through my mind again and again: ‘Our professors were totally right! It actually happens like this in real life.’”



PMI stand at the job fair in Liège

## 2. Doctorado: Encuestas de satisfacción

Han salido los resultados de las encuestas de satisfacción de nuestro Doctorado en Psicología de los Recursos Humanos. Pueden verse los resultados de las encuestas contestadas por los profesores por un lado, y los de las contestadas por los alumnos por otro.

Para acceder a los resultados, pincha [aquí](#).



## 3. Publicaciones: Jealousy at work: The role of rivals' characteristics - Zurriaga et al.

Nos complace anunciar que se ha publicado en *Scandinavian Journal of Psychology* el siguiente artículo:

Zurriaga, R., Gonzalez-Navarro, P., Buunk, A. P. & Dijkstra, P. (2018). Jealousy at work: The role of rivals' characteristics. *Scandinavian Journal of Psychology*.



Resumen:

The present study examined rival characteristics that may evoke jealousy in the workplace, differences between men and women in this regard, and the relationship between jealousy responses and intrasexual competitiveness and social comparison orientation. Participants were 426 male and female employees. By means of a questionnaire, participants were presented with a jealousy-evoking scenario after which jealousy responses to 24 rival characteristics were assessed. Findings showed that a rival's social communal attributes evoked highest levels of jealousy, and that, compared to men, women reported more jealousy in response to a rival's physical attractiveness. Overall, as individuals had higher scores on intrasexual competitiveness and social comparison orientation, they also experienced more jealousy in response to their rival, regardless of his or her characteristics. These findings suggest that those characteristics that are highly valued in employees may backfire when employees perceive co-workers as rivals.

¡Enhorabuena a los autores!

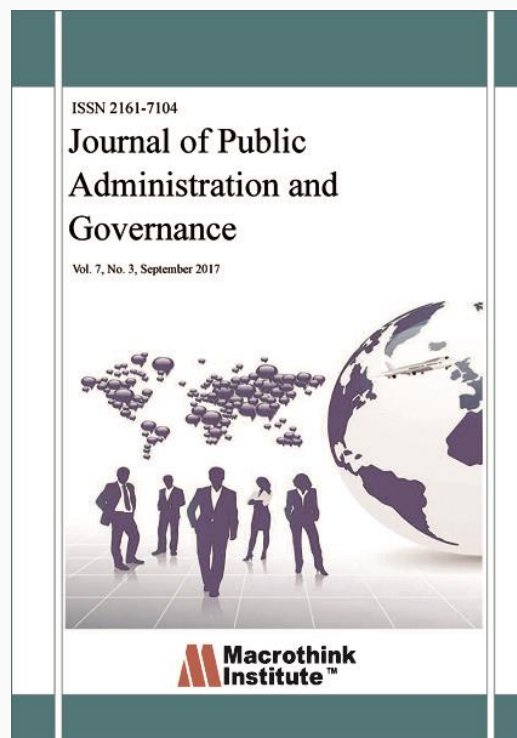
## 4. Convocatorias: Call for papers - Journal of Public Administration and Governance

[Journal of Public Administration and Governance](#) is calling for **submissions** for the issue of Vol. 8, No. 2, June 2018. Submission deadline: **May 10, 2018**.

The scopes of the journal include:

- ✚ Public Policy
- ✚ Governance
- ✚ Administration
- ✚ Management
- ✚ Corporation Administration
- ✚ Human Resource Management
- ✚ Other Relevant Subjects

Journal of Public Administration and Governance (JPAG) is an internationally refereed journal published quarterly in March, June, September and December. JPAG is published by Macrothink Institute, United States. The Journal aims to provide in-depth analysis of developments in the organizational, administrative, and policy sciences as they apply to government and governance. Each issue brings you critical perspectives and cogent analyses, serving as an outlet for the best theoretical and research work in the field. The Journal accepts article submissions online or by e-mail. For any questions, please contact: [jpag@macrothink.org](mailto:jpag@macrothink.org)



They are also recruiting **reviewers** for this journal:

- ✚ Status: Part time
- ✚ Working language: English
- ✚ Working style: Internet-based
- ✚ Payment: Volunteer job, no payment

Participation in the peer-review process is absolutely essential to the success and reputation of the journal. Reviewers along with the editors determine which work is of quality and significance; and, because of the extensive readership, what research and scholarship will ultimately have an impact on literacy in classrooms nationally and internationally. Reviewers are asked to promote our journals by submitting their own manuscripts for review, by recommending and encouraging other potential authors, by introducing the journal to potential readers and subscribers; and/or by communicating formally and informally with the editors about issues of relevance to the journal..

### Requirements

- ✚ have a doctoral degree in the specific subject related closely to the journal;
- ✚ have a job at a university or academic organization, in a teaching or research position;
- ✚ have free time outside your regular job, at least 6 hours per month (2-4 papers for review per month);
- ✚ be familiar with the APA citation system;
- ✚ be fluent in academic and professional English;
- ✚ have a strong interest in a scholarly journal;
- ✚ work quickly and accurately to tight deadlines;
- ✚ have an effective network in your research field.

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

## 5. Recursos: International Summer School Longitudinal Data Analysis - participa el prof. Vicente González-Romá

2 - 6 July 2018

### Aims and topics

Recent advances in human science research pose new methodological challenges to the scientists. As a consequence, building reliable scientific knowledge nowadays requires adopting new and complex analytical methodologies, previously considered the preserve of few experts. Change studies and developmental studies are now common in scientific enquiry and require longitudinal data. Statistical models based on repeated measurements ask to face special questions that do not exist in simpler models. What is the unit of analysis? How do we measure changes and evaluate their significance? Do the individual profiles in a study population differ in time, and if so, is the difference significant?

This summer school aims to fill the methodological gaps, analysing longitudinal data. Thanks to an international faculty of methodological experts widely acknowledged in their field, this summer school will cover all aspects of basic and advanced longitudinal analysis, with a special emphasis on Mplus programming and advanced modeling.

The school will last five days, and the overall conference style will be informal: interactions and discussion will be openly encouraged, and participants will be prompted to apply all concepts and models to their own data. The school will be open to national and international PhD students and Faculty members, in need to improve their analytic skills in the area of longitudinal analysis. It will be organized in two sections:

- a 2-day preparatory statistical course to give the basic understanding of the required statistics to attend effectively the second section;
- 3-day introductory intensive course on Longitudinal Data Analysis (Growth models and Longitudinal Structural Equation Models)

**International Lecturer:** Prof. Vicente González-Romá, University of Valencia, Spain

**National Lecturer:** Prof. Guido Alessandri, University La Sapienza, Rome, Italy

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



## 6. Nota de los editores: Felices Pascuas 2018

Los editores de este boletín les desean felices fiestas, y que aprovechen para descansar y disfrutar del buen tiempo, ¡nos vemos a la vuelta!



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