


The logo for IDOCAL features the word "idocal" in a dark brown, lowercase sans-serif font. The letter "o" is replaced by a stylized orange circle with a smaller orange circle inside it, positioned above and below the main "o". 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

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A horizontal decorative bar at the bottom of the white content area, featuring a gradient from orange on the left to blue on the right.

1. PARTICIPACIONES: SUMMER SCHOOL ON LONGITUDINAL DATA ANALYSIS
2. PUBLICACIONES: HUMAN CAPITAL SUSTAINABILITY LEADERSHIP TO PROMOTE SUSTAINABLE DEVELOPMENT AND HEALTHY ORGANIZATIONS: A NEW SCALE - DI FABIO Y PEIRÓ
3. PUBLICACIONES: HUMAN RESOURCE FUNCTION, UNIONS AND VARIETIES OF CAPITALISM: EXPLORING THEIR IMPACT ON HUMAN RESOURCE MANAGEMENT PRACTICES BASED ON CRANET DATA - CRISTIANI Y PEIRÓ
4. PUBLICACIONES: INTERACTION BETWEEN FUNCTIONAL AND RELATIONAL SERVICE QUALITY: HIERARCHY VS. COMPENSATION - MARTÍNEZ-TUR ET AL.
5. PUBLICACIONES: ENVY AND COUNTERPRODUCTIVE WORK BEHAVIOR: THE MODERATION ROLE OF LEADERSHIP IN PUBLIC AND PRIVATE ORGANIZATIONS - GONZÁLEZ-NAVARRO ET AL.
6. RECURSOS: INCENTIVOS PARA LA ELABORACIÓN DE MATERIAL DOCENTE Y TESIS DOCTORALES EN VALENCIANO E INGLÉS
7. RECURSOS: LAS RACHAS DE ÉXITO NO DEPENDEN DE AUMENTAR EL ESFUERZO, SINO QUE LLEGAN POR AZAR

## 1. Participaciones: Summer School on Longitudinal Data Analysis

Prof. **Vicente González-Romá** participated in the Summer School on Longitudinal Data Analysis organized by the **University of Verona** in Alba di Canazei (Trentino, Italy) between the 2 and 6 of July. The topics covered by Prof. González-Romá were:

- ✚ Introduction. Causal relationships and longitudinal designs
- ✚ Simple panel designs
- ✚ Longitudinal Confirmatory Factor Analysis (CFA) models. Measurement invariance across time.
- ✚ Autoregressive models with manifest and latent variables
- ✚ Modeling change by using growth models

The Summer School also included social activities such as a hiking activity in the Dolomites.



## 2. Publicaciones: Human Capital Sustainability Leadership to Promote Sustainable Development and Healthy Organizations: A New Scale - Di Fabio y Peiró

Nos complace anunciar que se ha publicado en Sustainability el siguiente artículo:



Di Fabio, A., & Peiró, J. M. (2018). Human capital sustainability leadership to promote sustainable development and healthy organizations: a new scale. *Sustainability*, 10(7).

Resumen:

Human resource management that aims to promote employee wellbeing calls for a new style of leadership. Such a strategy focuses on fostering flourishing and resilient workers to build up thriving businesses and robust and sustainable organizations. In this framework, we developed a new integrated construct of human capital sustainability leadership, and a scale to assess it. This leadership style has its roots in the existing definition of the term but aims to achieve higher integration of different functions and of the four dimensions of leadership, including ethical, sustainable, mindful and servant leadership. In this study, we analyze the psychometric properties of the new scale for assessing human capital sustainability leadership for Italian workers. The results of the exploratory factor analysis reveal a factor structure with the four dimensions that have good reliability and validity. The confirmatory factor analysis confirms this four-dimensional structure, which is integrated into the construct of human capital sustainability leadership as a single second-order factor.

¡Enhorabuena a los autores!

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

## 3. Publicaciones: Human resource function, unions and varieties of capitalism: Exploring their impact on human resource management practices based on CRANET data - Cristiani y Peiró

Nos complace anunciar que se ha aceptado para su publicación en Employee Relations el siguiente artículo:

Cristiani, A., & Peiró, J. M. (2018). Human resource function, unions and varieties of capitalism: Exploring their impact on human resource management practices based on CRANET data. *Human relations*.



Resumen:

**Purpose:** The purpose of this paper is to explore varieties of capitalism (VoC) as a moderator of the effect of: the strategic HR function role; and the level of union presence on the adoption of different human resource management (HRM) practices categorized as either person-centered or performance-centered. **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-centered practices and promote the adoption of person-centered practices. In addition, although VoC does not show any significant direct effects on HR 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 multinationals corporations 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 paper contributes to better understanding the influence of VoC, 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 acceder al artículo, pincha [aquí](#).

#### 4. Publicaciones: Interaction between functional and relational service quality: hierarchy vs. compensation - Martínez-Tur et al.

Nos complace anunciar que se ha publicado en The Service Industries Journal el siguiente artículo:



Martínez-Tur, V., Estreder, Y., Tomás, I., Ramos, J., & Luque, O. (2018). Interaction between functional and relational service quality: hierarchy vs. compensation. *The Service Industries Journal*.

Resumen:

The main goal of this research study is to examine the form of interaction between functional and relational service quality in their links to customer satisfaction. Two competing hypotheses were tested: hierarchy and compensation-seeking. According to the hierarchy hypothesis, emotional-relational facets (relational service quality) only become important when core aspects are provided in an efficient manner (functional service quality). By contrast, the compensation-seeking hypothesis proposes that relational service quality helps to compensate for a sub-optimal level of functional service quality. To examine the generalizability of results to different types of service contexts, customers from three independent service settings participated in the research study. Our results confirmed the compensation-seeking hypothesis in the three samples. Accordingly, relational service quality was able to attenuate the reduction in customer satisfaction when functional service quality was sub-optimal. The manuscript concludes with a discussion of findings and ideas for research and practice.

¡Enhorabuena a los autores!

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

#### 5. Publicaciones: Envy and Counterproductive Work Behavior: The Moderation Role of Leadership in Public and Private Organizations - González-Navarro et al.

Nos complace anunciar que se ha publicado en International Journal of Environmental Research and Public Health el siguiente artículo:



International Journal of  
*Environmental Research  
and Public Health*

González-Navarro, P., Zurriaga-Llorens, R., Tosin, A., & Llinares-Insa, L. (2018). Envy and Counterproductive Work Behavior: The Moderation Role of Leadership in Public and Private Organizations. *International Journal of Environmental Research and Public Health*.

Resumen:

Envy is a frequent emotion in work contexts where there is strong competition for resources and the leader is the person who manages them. When employees feel envy, they are likely to use counterproductive work

behaviors (CWB), but the use of these behaviors may differ depending on the organization's ownership. The goal of this study is to develop and test a model for the moderating role of Leader Member Exchange (LMX) in the relationship between envy and CWB in public and private organizations. The study design was cross-sectional. Data were collected from 225 Spanish employees in public and private organizations and analyzed using Path Analysis techniques. Results showed that envy was positively related to CWB, and that LMX was a significant moderator in the relationship between envy and CWB in public organizations, but not in private ones. However, this relationship is positive with high LMX, but less than in subjects with low LMX. Findings provide empirical support for the hypothesized conceptual model. This study is one of the first to explore LMX as a moderator of the relationship between envy and CWB. Thus, this study adds value to previous social exchange studies on LMX by integrating emotion research into the context of an exchange-based relationship. Our findings lead to several practical implications for creating healthy organizations.

¡Enhorabuena a los autores!

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

## 6. Recursos: Incentivos para la elaboración de material docente y tesis doctorales en valenciano e inglés

El Servei de Política Lingüística convoca incentivos para la calidad lingüística en la elaboración en valenciano e inglés de **materiales docentes** y **tesis doctorales** y para impulsar su uso en el ámbito universitario.

### Destinatarios:

Personal docente e investigador, becarios de investigación y doctorandos de la Universitat de València.

### Requisitos:

Los autores del material docente han de impartir docencia en valenciano o inglés en el presente semestre, el siguiente o el próximo curso.

### Plazo de presentación:

Entre el 8 de enero y el 20 de diciembre de 2018.

### Dotación económica:

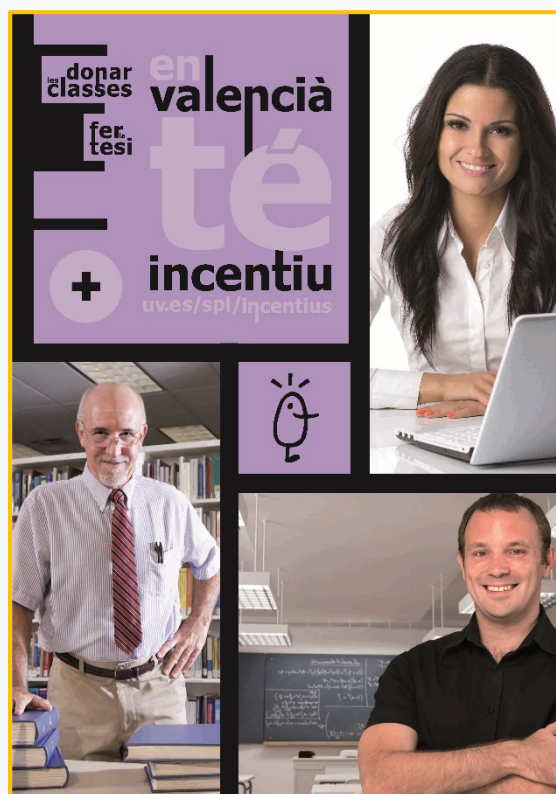
» **Materiales docentes:** hasta 3.000 euros máximo para cada incentivo.

» **Tesis doctorales:** hasta 1.200 euros máximo para cada incentivo.

Se puede optar a varios incentivos pero el total otorgado a cada persona no superará los 3.500 euros anuales. Se aplicará la retención de IRPF legalmente establecida.

La cantidad se calculará en función de la calidad lingüística y el volumen del material.

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



## 7. Recursos: Las rachas de éxito no dependen de aumentar el esfuerzo, sino que llegan por azar

El diario El País publica este artículo basándose en un estudio, comienza así:

*Un estudio analiza el periodo de gracia en 30.000 carreras de artistas, cineastas y gente de ciencia.*

"La inspiración existe, pero tiene que encontrarte trabajando". Esta frase de Pablo Picasso resalta un secreto del éxito que va más allá de las tazas con mensajes inspiradores: la importancia del esfuerzo. Sin embargo, le haría falta una segunda parte. Algo así como "aunque producir más no te garantiza que aparezca". Es lo que sugiere un estudio que ha analizado la carrera de 30.000 cineastas, artistas y científicos para descubrir cómo aparecen las rachas de éxito, esos periodos en los que la genialidad se manifiesta y se encadenan logros por encima del rendimiento habitual.



Tras ese análisis, el equipo de Dashun Wang, de la Universidad de Northwestern, está convencido de que las rachas de éxito existen y son bastante universales. Según Wang, estas rachas son omnipresentes, pero generalmente se dan una sola vez a lo largo de una carrera, ocurren aleatoriamente dentro de la secuencia de trabajos de una persona y duran un período considerablemente corto. Para explicarse, Wang señala que una racha triunfal sería la que tuvo Einstein en 1905, el periodo de goteo de Jackson Pollock entre 1947 y 1950, la producción de Van Gogh tras llegar al sur de Francia en 1888 y la saga de El señor de los anillos de Peter Jackson. "Sospecho que Alejandro González Iñárritu está en el medio de su racha positiva, después de lograr dos Oscar consecutivos en 2014 y 2015", añade.

Para seguir leyendo, pincha [aquí](#).

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