


The logo for 'idocal' is displayed within a white square with a thin orange border. The word 'idocal' is written in a lowercase, sans-serif font. The 'i' and 'd' are dark brown, while the 'o' is a golden-yellow color. The 'o' is stylized with a smaller 'o' above it and another smaller 'o' below it, creating a vertical stack of three 'o's.

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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: CONFERENCIA DE J.M. PEIRÓ EN LA ORP CONFERENCE**
- 2. PARTICIPACIONES: KEYNOTE DE V. GONZÁLEZ-ROMÁ EN LA EAWOP CONFERENCE**
- 3. PUBLICACIONES: THE HAPPY-PRODUCTIVE WORKER MODEL AND BEYOND: PATTERNS OF WELLBEING AND PERFORMANCE AT WORK**
- 4. MASTER WOP-P: TALLERES SOBRE RIESGOS PSICOSOCIALES**

1. Participaciones: Conferencia de J.M. Peiró en la ORP Conference



La conferencia internacional de la ORP se celebrará en Madrid del 5 a 7 de julio del 2019 bajo el lema “Empresas saludables – El valor de las personas en la era digital. El IDOCAL será representado por el prof. José María Peiró, que dará una de las conferencias de clausura sobre el tema de profesionalidad y

compromiso.



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

2. Participaciones: Keynote de V. González-Romá en la EAWOP Conference

La conferencia de la EAWOP se celebrará en Torino del 29 de mayo al 1 de junio del 2019 bajo el lema “Working for the Greater Good”. Vicente González-Romá dará una conferencia *keynote* sobre el clima en los equipos del trabajo, con el título “Work team climate: A three-property perspective”:



“Work-team climate is a relevant construct to understand how work-teams function. Previous research has shown that work-team climate has influences on key work-team processes (e.g., communication) and outcomes (e.g., performance). In this talk, I will propose that in order to describe and characterize a work-team’s climate in a more complete and detailed way, we should consider three different properties: climate uniformity (the pattern of climate perceptions within the team), climate strength (the agreement of the existing coherent subgroupings of climate perceptions within the team), and climate level (operationalized as the aggregated climate score for the aforementioned subgroupings). I will review recent research about these three properties, and present new findings about the antecedents and consequences of climate uniformity. Finally, I will suggest a number of questions and research lines that can contribute to improving our understanding of work-team climate.”

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

3. Publicaciones: The Happy-Productive Worker Model and Beyond: Patterns of Wellbeing and Performance at Work

Se ha publicado en el International Journal of Environmental Research and Public Health el artículo “The Happy-Productive Worker Model and Beyond: Patterns of Wellbeing and Performance at Work” de José María Peiró, Gosia Kozusznik, Isabel Rodríguez y Núria Tordera.



International Journal of
*Environmental Research
and Public Health*

Abstract: According to the happy-productive worker thesis (HPWT), “happy” workers perform better than “less happy” ones. This study aimed to explore the different patterns of relationships between performance and wellbeing, synergistic (i.e., unhappy-unproductive and happy-productive) and antagonistic (i.e., happy-unproductive and unhappy-productive), taking into account different operationalizations of wellbeing (i.e., hedonic vs. eudaimonic) and performance (i.e., self-rated vs. supervisors’ ratings). It also explored different demographic variables as antecedents of these patterns. We applied two-step cluster analysis to the data of 1647 employees. The results indicate four different patterns—happy-productive, unhappy-unproductive, happy-unproductive, and unhappy-productive—when performance is self-assessed, and three when it is assessed by supervisors. On average, over half of the respondents are unhappy-productive or happy-unproductive. We used multidimensional logistic regression to explain cluster membership based on demographic covariates. This study addresses the limitations of the HPWT by including both the hedonic and eudaimonic aspects of wellbeing and considering different dimensions and sources of evaluation. The “antagonistic” patterns identify employees with profiles not explicitly considered by the HPWT.

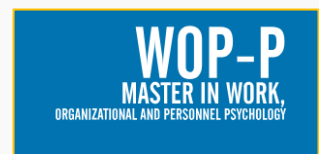
Referencia: Peiró, J.M., Kozusznik, M.W., Rodríguez-Molina, I., & Tordera, N (2019). The Happy-Productive Worker Model and Beyond: Patterns of Wellbeing and Performance at Work. *International Journal of Environmental Research and Public Health*, 16(3), 479 - 499.

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

¡Enhorabuena a los autores!

4. Master WOP-P: Talleres sobre riesgos psicosociales

Esta semana, los alumnos del segundo año del Master WOP-P realizaron unos talleres para gestionar los riesgos psicosociales en el contexto laboral. Los talleres cubrieron aspectos teóricos y prácticos sobre los distintos riesgos psicosociales, herramientas para detectarlos, y estrategias para su prevención e intervención.



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