


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" in the middle is larger and positioned higher than the others, with a smaller "o" below it. The logo is set against a white background within a square frame that has a blue-to-orange gradient border.

idocal

NOVEDADES  
IDOCAL  
2019

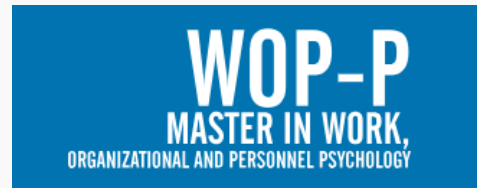
**18 – 22 de marzo**  
**Vol. 5, número 11**

A horizontal decorative bar with a blue-to-orange gradient, located at the bottom of the central white area.

- 1. MASTER WOP-P: THE SECOND YEAR STUDENTS INITIATE THEIR INTERNSHIPS**
- 2. MASTER WOP-P: INTERNSHIP EXPERIENCE NATEXO**
- 3. PUBLICACIONES: WHY DO PEOPLE SPEND MONEY TO HELP VULNERABLE PEOPLE?**

## 1. Master WOP-P: The second year students initiate their internships

March is practice time. Once the winter school is finished, the second-year students of the WOP-P Master of Valencia start their internships in various companies and organizations, both national and international.



For months, students have actively sought an institution that will host them for an internship. For this, previously, they had to train in job search techniques. For some, it was the first time they faced processes of this nature. As in previous occasions, they have had successes and failures, but they have achieved a very important goal: to learn to manage a difficult process, in which the student has to control emotions to achieve success. Many of the students managed to be successful at the same time in several of their selection processes and, finally, they could choose the internship that best suited their expectations.

Other students have oriented their steps towards the possibilities of the internships that, for the first time in this Master's edition, were offered by the six American associated Universities of the WOP-P Consortium. Thus, students from the four European universities have been able to apply for internships at Universities and Technological Institutes such as Guelph, Brasilia, Florida, Baltimore, Illinois and Puerto Rico. These are some excellent development opportunities for our students.

During their time at their internship organizations, they will live new experiences that will allow them to be better WOP professionals. The companies and institutions in which the students from Valencia will carry out their internships during this year are:

- NATEXO, in Barcelona (Spain)
- ALLIANZ, in Munich (Germany)
- METHODOS, in Milan (Italy)
- WIPJOBS, in Krakow (Poland)
- HR ADIDAS BRANDING TEAM, in Herzogenaurach (Germany)
- WAYFAIR, in Berlin (Germany)
- ZARTIS, in Berlin (Germany)
- CAPGEMINI ESPAÑA, in Barcelona (Spain)
- TRESMONTES, in Santiago de Chile (Chile)
- FUTURE FOR WORK, in Barcelona (Spain)
- STUDENT HOTEL, in Barcelona (Spain)
- NUNSYS, in Valencia (Spain)
- FUNDACIÓN MASFAMILIA, in Madrid (Spain)
- UNIVERSITY OF GUELPH, in Guelph (Canada)
- UNIVERSITY OF PUERTO RICO, in Puerto Rico (USA)
- FLORIDA INSTITUTE OF TECHNOLOGY, in Miami (USA)
- UNIVERSITY OF BALTIMORE, in Baltimore (USA)
- IDOCAL-U.DE VALENCIA, in Valencia (Spain)

We wish all of our second-year students a very successful experience!

## 2. Master WOP-P: Internship experience NATEXO

Starting today, we will publish some essays from our students on a weekly basis, in which they will tell us about their internships. Today Pedro Tlatoa writes to us, from Barcelona.



Hello! I'm Pedro and I'm doing my internship at **Natexo** as a Human Resources Assistant. Natexo is a French company with offices in Paris, Milan, New York and headquarters in Barcelona in which I perform my activities. The company does email marketing, and the team is full of young people coming from all around the world. The facilities are design to foster employee's creativity and the are three terraces with amazing views of Barcelona from which you can work if you want.

Regarding the activities I perform, I can tell you that I am involved in all the processes of the HR department. However, in this first weeks I've been focusing a lot in the selection process of different job positions. At the same time, I've been managing the logistics of some courses the company is offering as part of the training process. Besides, I do things like the onboarding, administrative activities, team building dynamics, among others.

What I enjoy the most about working at Natexo is that I am learning a lot about cross-cultural issues, now I have to be completely aware of how culture, language or even religion can affect the work activity. At the same time, I am gaining knowledge about labor laws not only from Spain but also from the other countries in which the company has offices. Furthermore, working here represents a huge challenge for me since I have to do everything in English, Spanish or even French. Also, I am using specific platforms such as Factorial (HR), and other tools designed in the company to improve processes including the ones from HR.

As you may be thinking, not everything is perfect in organizations; Natexo has lot of issues and also lot of areas of opportunities. Each time I do something I think how the process can be improved. When something happen I start to think of how to tackle the problem, when I see that the company is facing some issues I start to think about possible solutions and proposals (e.g. turnover). To be honest with you, I am pretty sure that I am able to identify these issues and to think about possible solutions thanks to what I have learnt in the WOP-P. Therefore, I truly believe that I would be able to make successful interventions in Natexo and I would definitely contribute to the improvement of the HR management at the company. That's what we are there for, right?



Wishing the best to all my classmates in the WOP-P, I hope your having a great experience in your internships program as I do. And let's show all we can do!!!

### 3. Publicaciones: Why do people spend money to help vulnerable people?

El artículo “Why do people spend money to help vulnerable people” de Luminita Patras, Vicente Martínez-Tur, Esther Gracia y Carolina Moliner se ha publicado en la revista Plos One.

**Abstract:** *Prosocial spending has been linked to positive benefits for individuals and societies. However, little is known about the precursors of prosocial spending directed to vulnerable people. We experimentally tested the effect of a first exposure to a prosocial donation decision on subsequent prosocial spending. We also examined the direct links from eudaimonic well-being beliefs (contribution-to-others and self-development) to prosocial spending, as well as the interaction between these beliefs and autonomy in predicting the money given. A total of 200 individuals participated in the study. Results showed that, compared to two control groups (“totally self-focused” and “no first-exposure”), an initial exposure to a prosocial donation decision increases subsequent prosocial spending. In addition, we observed an anchoring bias from the initial prosocial donation to subsequent prosocial spending. Regression analyses also confirmed the existence of a positive significant relationship between contribution-to-others beliefs and prosocial spending. Finally, we observed a significant interaction between autonomy and self-development well-being beliefs, such that autonomy strengthens the link from self-development beliefs to prosocial spending. In general, our results confirmed the significant role of exposure, anchoring, autonomy, and well-being beliefs in predicting the money spent to help vulnerable people.*

**Referencia:** Patras, L., Martínez-Tur, V., Gracia, E., & Moliner, C. (2019). Why do people spend money on vulnerable people? Plos One. 14(3): e0213582.

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

¡Enhorabuena a los autores!

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