


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 positioned higher than the others, with a smaller "o" below it, creating a stylized, stacked effect.

idocal

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A horizontal decorative bar at the bottom of the page, consisting of a gradient from blue to orange.

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1. Master WOP-P: Internship experience OMS



Hello everyone, my name is Marija Davcheva, I come from Macedonia and currently am pursuing my internship at OMS (Organization and

Management Solutions) in Canada. I am extremely proud to have the opportunity to develop my consulting competencies at this internship as part of the Erasmus Mundus partnership agreement with University of Guelph. OMS is a unique organization that assists its clients in optimizing their individual and organizational potential, in the same time enabling graduate students in developing skills for practical application of WOP Psychology practices.

What really fascinates me about OMS is the culture of continuous improvement and organizational learning which is time and again demonstrated through team debriefings knowledge sharing and constructive feedback during meeting sessions. My colleagues are mostly graduate students who are always ready to provide support and constructive feedback, the working atmosphere is extremely welcoming and I always feel encouraged to share my ideas.

Additionally, the behaviour of all employees in OMS and the working practices truly reflect the three core values of the organization: professionalism, teamwork and accountability.

After an inspiring orientation session, I was introduced to a large variety of projects in both public and private sector organizations as well as pro bono consulting work. For instance, I am involved in two big projects with the Human Resource Management department of a public organization, development of learning pathways for an online training platform and integration of the performance success framework with employee wellbeing programmes at work. Moreover, I participated as a facilitator in a training for a Performance oriented structured interview tool (POSI).



Another interesting project I am involved in is conducting focus groups and interviews for an organization in order to obtain qualitative information on the value and benefits this organization brings to the local community. I am also involved in the internal projects of OMS where I have the opportunity to assess consultants on their competencies for facilitation of performance appraisal sessions.

Throughout these projects the OMS team is following the evidence based approach, hence I am also developing my research competencies besides my professional competencies. At OMS, I Have the chance to learn from experienced knowledgeable professionals on how to develop customized solutions for clients taking into consideration stakeholders perspectives and following a detailed work plan.

Finally, being a consultant at OMS with supportive mentors such as Dr. Gloria González-Morales, truly enables my professional and personal development. Not only did I get the opportunity to practice my WOP-P competencies in an international environment, but I also got acquainted with the beauty of a consulting role while working on diverse WOP-P issues.

2. Master WOP-P: Internship experience Wipjobs

My name is Margarita Chenysheva, and I have an internship in a startup recruiting agency in Poland called Wipjobs. This company was started on 2013 by an Italian entrepreneur who wanted to expand and investigate polish labor market as in Poland it is possible to find enormous amount of international companies. This company has two departments. One of them is a recruitment department which is in charge for sourcing and interviewing candidates. The second department is marketing. Employees in this department promote the company via social network and attract new clients in order to increase reputation of the company.

Wibjobs registered in Katowice, however the head office is in Krakow. Most of company's clients are – Capgemini, IT Selecta, WebHelp, HBO, Microsoft. Krakow is a beautiful, international city. It has a long history and I can see it through the beautiful, ancient architecture which is still in a wonderful condition. This city welcome tourist as local people perfectly speak in English. Also, their infrastructure system is very nice that it is easy to reach any place in the city without a fear of being lost. Moreover, Krakow was nominated being a food capital of Poland 2019 and it is the most visited city during the weekends for tourists.



Before to start my mentor showed me the office and introduced me to the team. My colleagues are from Italy, Greece, Germany, Ukraine, France, Poland and it is very international environment. In order to start the internship, I had to pass 2 weeks of training period and then to pass an exam for having access to the database of clients and interview candidates.

I am responsible for sourcing candidates via social network, managing candidates' applications, posting job offers, screen CV, interview applicants and the write a report about their KSAO. Also, every week we have a team meeting where all of us have to come and tell what we have done and what are our next goals for the next week. Additionally, they have a tradition that every month they create an international dinner in the office where all employees have to bring something what represents their country in order to now something new about other country and socialize.

3. Participaciones: Conferencia de José María Peiró en La Academia de Psicología de España



El prof. José María Peiró impartirá una conferencia titulada: "La digitalización y sus implicaciones en la labor del psicólogo de las organizaciones", por invitación de la Academia de Psicología en España.

Se celebrará el miércoles 10 de abril, de 19.00 a 20.30 horas en el salón de actos del edificio UIMP, IUCA-UCM, CONSEJERIA DE EDUCACIÓN, en la calle Isaac Peral, 23.

Para acceder al plano de situación, pincha [aquí](#).

4. Congresos: XVII Congresso Nazionale Sezione di Psicologia per le Organizzazioni

Del 26 al 28 de septiembre del 2019 tendrá lugar el XVII congreso nacional italiano de la psicología de las organizaciones en Lecce, Italia.

El tema del congreso será el siguiente. El futuro del trabajo y el trabajo del futuro: la psicología para innovar, transformar y desarrollar en las organizaciones.



El keynote se impartirá por la prof. Evangelia Demerouti.

La inscripción del congreso, antes del 27 de julio, cuesta 100€, ;y es gratis para los estudiantes! La convocatoria para abstracts está abierta hasta el día 3 de junio.

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

5. Recursos: Vacante en la Universidad de Utrecht

La Universidad de Utrecht busca un(a) profesor(a) asistente en el área de Organization Studies. Los requisitos para los candidatos son los siguientes:

The suitable candidate is able to:

- *initiate and conduct research in the Organisation Studies research group contributing to the research programme of the USG;*
- *teach in various pedagogical forms at the bachelor and master levels in various programmes offered by the USG;*
- *give a substantial contribution to applications for research projects through, for instance, the NWO and EU funding;*
- *take up administrative tasks related to research and teaching activities in which s/he is involved.*



Utrecht University

To this end, the suitable candidate:

- *Has a PhD degree in Organisation Studies, Management or other relevant Social Science;*
- *Has a passion for theoretically sound empirical research with high societal impact;*
- *Has experience in teaching and a strong affinity with small-scale, intensive teaching;*
- *Has expertise in qualitative research methods, and is open to multiple methodologies;*
- *Has a starting publishing track record and the ambition to become a leading scholar in her/his domain in her/his area of expertise;*
- *Is a team player combining commitment and a critical-constructive attitude toward the organisation, colleagues, and students;*
- *Is a strong communicator who can engage different audiences;*
- *Has a basic teaching qualification or is willing to acquire this qualification.*

Experience with external funds acquisition is not required but an asset.

Experience in administrative roles (e.g. project management) is not required but an asset.

La fecha tope para optar a este puesto es el día 23 de abril.

Para acceder a la oferta, pincha [aquí](#).

6. Recursos: Vacantes en la Universitat Oberta de Catalunya

La Universitat Oberta de Catalunya (UOC) ha abierto nueva convocatoria de selección de colaboradores docentes para el curso 2019-2020 del Grado de Psicología. Entre otras áreas, hay una vacante en el área de la psicología de trabajo y de las organizaciones.



La tarea de colaborador/a docente se basa en la experiencia y en la práctica profesional actualizada. La Universitat Oberta de Catalunya necesita profesionales que, por el hecho de estar llevando a cabo una actividad principal relacionada con el tema objeto de la convocatoria, puedan ofrecer una colaboración de calidad de carácter no presencial. Así, entonces, la existencia de una actividad principal es un requisito imprescindible para poder participar en el proceso de selección.

La UOC pide los siguientes requisitos:

- Titulación académica universitaria vinculada al área de conocimiento en la que se quiera colaborar
- Experiencia docente y / o profesional en los últimos 3 años vinculada al área de conocimiento en la que se quiera colaborar
- Excelente nivel del idioma en el que se impartirá la docencia
- Disponer de una actividad laboral principal y conocimientos de ofimática a nivel de usuario y de Internet

Para acceder a las ofertas y el portal de selección, pincha [aquí](#).

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