


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. This square is set against a larger orange rectangular background that has a vertical gradient from light to dark.

idocal

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

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## 1. Master WOP-P: Internship experience Adidas



Hello! My name is Allyson Natasha Bonneau, and I am currently doing an internship of 6-months with Adidas at their headquarters located in Herzogenaurach, Germany. It has already been an exciting experience being part of such a large organization. The company is global in every sense of the word. At the European headquarters, there are employees from 75 countries. Adidas recognize and respect that everyone's unique background and experience make our work, workplace, and world better.

There are multiple HR teams that support different divisions. I am working with the HR Adidas Brands team, specifically in supporting the Brand Strategy and Business Development division. We are seen as business partners that provide support in all sorts of ways from selecting to compensation to training.

To gain a better understanding how it works at Adidas, it is important to know our mission which is that we believe through sports, we have the power to change lives. This means sports and urban lifestyle is used as a channel to influence others to make a difference from personal improvement to community involvement. Adidas employees strive to be the important 3 C's which are to be collaborative, creative, and confident. These behaviors are what foster Adidas culture and has influenced interventions.

Currently Adidas recently incorporated a new performance system that not only determine bonuses but also set to challenge employees to expand their growth mindset. This system is called #MYBEST. It still has a long way to go but my HR team and I recently attended a workshop that we will be implementing with our business partners to improve their knowledge and appreciation for the new system. We are using studies done by Carol Dweck on fixed vs. growth mindset and how evolving one's mindset we can also improve performance and attitude. It is a study I am intrigued to continue learning about to perhaps share at a Speaker Series hosted every month at Laces, the building in which I work in.



Other than that, my first weeks were more onboarding as I was learning the organizational charts, fundamental information, and HR systems used such as SAP. Now, I am working on tasks such as helping reorganize charts, recognize the position grades for rewards, and develop workshops such as leadership for line managers. It has been overwhelmingly exciting being part of an HR team that supports a business division of a large organization that has large ambitions.

I hope all my fellow colleagues of the 2019 WOP-P class are doing well and growing. I leave you with this quote that was shared to me by my HR team which resonates with how sometimes we should perceive situations we are trying to tackle:

“A problem is only a problem when it's a problem”

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



Hi everyone. My name is Lennart, and I am currently doing my internship at the Berlin office of 'wayfair'.

In Europe, wayfair is just very little known. During the onboarding sessions (photo) it was described as: a super fast-growing tech company that ended up selling furniture - But it could sell anything. The office here is very modern, and it feels as if 90% of the company are software engineers with futuristic desks and a ridiculous amount of monitors that remind me on the 2000's movie 'Matrix'. You can definitely 'feel' the organizational culture here that is somewhere between an open start-up and an established corporate enterprise. Soon we will move to a new office at Alexanderplatz (for those, who know it) since the company does not stop growing ...

Within the Talent Management Department, we are handling aaany kind of issues that employees come up with, such as visas, benefits, or terminations. My sub-department is the Employee Relations Department and we are in charge of the performance management system (I'm not involved yet unfortunately), the creation of contracts, amendments or certificates (I'm already involved unfortunately), and terminations. Besides we are taking care of the HRIS system (workday), which is the ground-laying HR platform that all employees use. It is some sort of an HR-Facebook with very many complicated functions around compensation, performance, vacations, employee details and other stuff.

Each day, I am in charge of very many small tasks. Most of them are monotonous, and I have to be very attentive to detail. More interesting so far were the resignations. Here, when an employee wants to resign from his/her job at wayfair, I accompany the employee through the whole process - from the exchange of documents until a small f2f interview during which I try to find out the reasons of leaving the company.

Besides, I get more and more involved with other projects that are more interesting, such as manager-, or policy awareness trainings. Thus, I hope that the future weeks will allow me to move my main focus from administration towards more appealing contents, so that I can finally apply all of these wop-p competencies that I acquired.



### 3. Master WOP-P: La Unión Europea destaca el programa como buena práctica

La página web del programa Erasmus+ de la Unión Europea han puesto como buena práctica dentro de los másteres Erasmus Mundus un vídeo del Máster Universitario Erasmus Mundus en Psicología del Trabajo, de las Organizaciones y de los Recursos Humanos que coordina la Universitat de València. El profesor Vicente Martínez-Tur es el director de este máster internacional en que participan diversas universidades.

El vídeo describe las características del máster a través de la participación de estudiantado, exalumnado, profesorado y personas que lo coordinan. En el vídeo se habla de competencias, multiculturalidad, movilidad, becas, internacionalización y empleabilidad, y de cómo el conocimiento compartido y las experiencias de otros países pueden aportar un valor añadido a la formación.



El vídeo se puede ver [aquí](#).

### 4. Convocatorias: Senior Positive Psychology Researcher Position at UIC Barcelona



The UIC Barcelona is looking for a senior researcher to set up his or her own research group and carry out research in Positive Psychology, including fields such as personal strengths, health habits or forgiveness.

This work will be conducted as part of the new Bachelor's Degree in Psychology, which was launched during the current academic year (2018-2019). As a lecturer, he or she will also teach subjects related to Social Psychology. The successful applicant is expected to establish his or her own research programme, collaborate with other group leaders and effectively contribute to the education of both undergraduate and graduate students.

To access the job opening, click [here](#).

## 5. Convocatorias: Profesor investigador en la Universidad Popular Autónoma del Estado de Puebla

La UPAEP convoca a académicos nacionales o extranjeros con interés en ocupar una plaza como profesor investigador en el área de la psicología del trabajo y las organizaciones.



**Nivel de estudios requerido:** Doctorado en Psicología Organizacional

### *Funciones del puesto:*

- Genera y desarrolla investigación relevante en el área de la Psicología del Trabajo y de las Organizaciones.
- Organiza y participa en Foros, Coloquios, Encuentros, Seminarios con artículos en los que colaboren los estudiantes de la Facultad.
- Imparte Cátedra al menos 9 horas a la semana frente a grupo.
- Brinda tutorías a los estudiantes.
- Colabora en los proyectos académicos y administrativos que la Facultad requiera.
- Participa de forma institucional y comprometida en las actividades universitarias

### *Áreas de Conocimiento:*

- Docencia
- Evaluación por Competencias
- Psicometría
- Comportamiento Organizacional
- Proyectos de Intervención Psicodiagnóstica
- Desarrollo Organizacional
- Planeación y conducción de procesos de cambio
- Gestión y Desarrollo del Talento Humano
- Diagnóstico Organizacional y Consultoría
- Cultura y Clima Organizacional
- Bienestar Laboral y Salud Ocupacional
- Coaching para el Liderazgo de Equipos
- Investigación aplicada

### *Experiencia docente requerida:*

Catedrático con experiencia comprobable en el ámbito de Posgrados con un mínimo de 5 años con evidencias de habilidad para transmitir conocimientos y desencadenar competencias profesionales en los psicólogos en el ámbito del trabajo y de las organizaciones.

### *Experiencia de profesional requerida:*

Se requiere una experiencia profesional en áreas de dirección de personas en los ámbitos del talento humano, cultura, bienestar y trabajo con equipos de alto desempeño con evidencias de participación proyectos de diagnóstico, intervención y aplicación de la Consultoría Profesional, destacado en el campo como investigador en procesos humanos, de innovación y transformación, con una experiencia mínima de 5 años en Psicología del Trabajo y de las Organizaciones y amplios conocimientos en diferentes modelos, técnicas, herramientas y estrategias de punta.

Documentación requerida:

- Carta de presentación donde exprese su interés por el puesto y la Institución.
- Curriculum actualizado con fotografía y CVU de CONACYT
- Copia de los grados académicos (en caso de títulos obtenidos en el extranjero incluir copia de revalidación de estudios)
- Copias de publicaciones u otras evidencias que sustenten experiencia en el ámbito de la investigación
- Un proyecto de investigación relativo a la Psicología del Trabajo y de las Organizaciones

Para más información, por favor comunicarse con:

- anamaria.herrera@upaep.mx
- mariaeugenia.ciofalo@upaep.mx

## 6. Visitantes en el IDOCAL: Rewina Bedemariam



Hello! My name is Rewina, a master's student in WOP-Program here at the University of Valencia. I am doing my internship here at the IDOCAL with the supervision of Professor Peiró, Yolanda Estreder and my tutor Luminita Patras. I am carrying out qualitative and some quantitative research using data collected from former and current students of the program in order to address questions related to quality of the WOP program and future trends in Work, Organizational and Personnel Psychology. If you do see me walk by, say hi!

## 7. Participaciones: LVIII Congreso Estatal de Estudiantes y Egresados de Relaciones Laborales, Recursos Humanos y Graduados Sociales

La profesora Núria Tordera participó el pasado sábado 6 de Abril en el LVIII Congreso Estatal de Estudiantes y Egresados de Relaciones Laborales, Recursos Humanos y Graduados Sociales que se celebró en la ciudad de Valencia entre los días 3 y 6 de Abril. Concretamente, participó en una ponencia junto a la profesora Teresa Canet, del departamento de Dirección de empresas, con el título "Políticas de Recursos Humanos: Gestión de la diversidad".

En dicha ponencia se presentaron algunas de las conclusiones que se desprenden de la investigación realizada sobre edad y gestión de recursos humanos en el proyecto codirigido por el profesor José María Peiró y la profesora Núria Tordera "Nuevos desafíos en el estudio del bienestar laboral en el escenario de salida de la crisis. Estudio internacional de la calidad del empleo, factores personales, generacionales y socio-culturales".

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

Colaboradores de este número (por orden alfabético):

Rewina Bedemariam

Allyson Bonneau

Salvador Carbonell

José María Peiró

Lennart Probst

José Ramos

Nuria Tordera

Editora:

Pia Helen Kampf