


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-brown color. The "o"s are stylized, with the top and bottom curves being open. The logo is centered within a white square that has a thin orange border. This square is set against a larger orange-to-brown gradient background.

idocal

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

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1. Master WOP-P: Internship experience Zartis

Hi beautiful WOP people, my name is Laura and I'm doing my internship at Zartis, in their new office in Berlin.

Zartis is a company that hires and manage IT people and IT teams all over Europe and the States, so the main areas involved are technology and recruitment. They have big Office in Madrid and Cork (Ireland) and in London and Poland as well. Their organizational culture is very healthy and encouraging in my opinion, I recently met the CEO as well and I had confirmation of this non hierarchical structure they have, which pushes toward mutual trust.



As you can imagine, the city of Berlin itself is worthy a try and really stimulating from several points of view. We work in a co-working space in Berlin Mitte (the business-and-shops-area), which means that we share a very hipster building with other startups and other companies, it allows a great networking. Oftentimes also some events are organized with nice food and drinks, which is nice.

Talking about the job itself, I work in recruitment with a little team of very enjoyable, young and open-minded people, my supervisor is an ex alumni of WOP Master and she is very easy going and always available to explain things to me. In the picture it's us posing as cool as we can, with a Chihuahua.

My job since the very beginning was pretty much the same as them: we fill positions for our clients (big companies that need IT developer or similar roles). We source people on LinkedIn (with a specific recruiters tool on LinkedIn), check their profiles and, if they seem right, interview them. Then, we present their candidature to the technical recruiters and hope they will get finally hired by our clients.



Part of the job is understanding what you are looking for (IT skills) and another part is getting the information that you want during the interviews, so you can present your candidate at best. It's a pretty challenging job to do and it implies a lot of responsibility. It's difficult to find the perfect fit, but it can be very rewarding to offer a nice job place to someone and ultimately change these people lives. Usually I source all over the world for getting people to work in Europe, and for some of them this is great opportunity.

It's a lot of computer working (almost all day). If you don't like talking to people and if you hate working with computer I do not recommend it, though. Instead I recommend an experience with Zartis to whoever wants to start a career in a friendly and stimulating job place. I don't know if I will do recruitment long-term, but as first experience I think it's very enjoyable and it's helping me to manage people not only with what I learned in the Master but also with what I learned during my psychology studies. When you have to get the right people for a position you have to know how to communicate and how to deal with their doubts.

For what I understood, in Zartis there is enough space for personal interest and if one day I will like to move toward a different path (marketing or business development, for example) I think they will allow me to, but first I want to become good at my current job. For anyone that is deciding where to go for internship feel free to write me for more info, and for all the second year students and professors, cheers to you all.

2. Master WOP-P: Internship experience Future For Work Institute



Hi fellow WOPP-ies! I am Rosa and I am in **Future for Work Institute**, a center dedicated to 3 things in particular: first, it works as an **independent observatory**, where we scan publications, reports, books, summaries and articles about the latest tendencies and information about everything that may impact people management, industries or organizations. Second, we offer **trainings on the edge**, that can be about retributions, compensations,

organizational networking, anything you can think about and that is related to the future of work. Lastly, we function as a **think tank**, where we provide advice and information with a local vision of Spain based on studies and evidence, the aim of this third role is to disseminate all the smoke that has been built around certain topics.

FFWI is located in ESADECREAPOLIS in Sant Cugat a little town 20 mins away from Barcelona. We are 3 persons composing the team right now, the two directors: Jordi Serrano and Santiago García and me, doing my internship as analyst. Regarding my role, I dedicate my time to several tasks, some of them are administrative like doing the process to subscribe people from the enterprises and follow up on the activities regarding the events or providing the reports for the organizations. And other tasks linked to the content of the three roles mentioned before, these activities go from summarizing articles to reading and searching the latest tendencies in human resources and how work is going to be in some years.

Honestly I was not that sure about the content of the work and if it may suit me or even if I would like it, but now that I am working on it and investigating about topics we did not deepen in the master like high potential, reality of multigenerational work environments, compensation and training, I am loving it and even understanding the role of HR from another perspective regarding its responsibilities and future. I am learning about not just HR processes but also about how an organization is a system and how other areas impact HR and vice versa.

What I like the most about this internship is that I am always learning and my bosses are guiding me through this as they understand that the traditional HR point of view sometimes does not cover certain topics. This guidance involves from discussing at meals certain subjects and cases from different enterprises to lending me books about new ways of organizations and structures and even letting me be part of other projects such as the creation of a new tool for learning.



I am sure that this internship will prepare me to see HR in a different way and, in a future work, contribute with different points of view.

3. Convocatorias: II Escuela de Verano SCEPS



Ya está disponible la WEB de la II Escuela de Verano organizada por SCEPS que tendrá lugar del 7 al 11 de Julio en Granada. Descubra toda la información sobre el evento del verano.

Recuerde que la Escuela tiene plazas limitadas, deberá estar atento/a a las fechas importantes marcadas por la organización publicadas en la web para conseguir su plaza.

Al ser una actividad financiada en gran medida por la SCEPS, el criterio fundamental para la admisión será la pertenencia del director/a a la SCEPS.

Los participantes serán seleccionados por una comisión presidida por el Director de la EV. Dicha comisión valorará los méritos de los candidatos (CV).

Para acceder a la página de la escuela de verano, pincha [aquí](#).

4. Recursos: Entrevista “Qui Pot Ser Empresari” con José María Peiró

En una nueva sesión de *Qui Pot Ser Empresari?* el alumnado de la cátedra de cultura empresarial de la Universidad de Valencia disfrutó de una sesión de la mano de José María Peiró, catedrático de Psicología Social y de las Organizaciones de la Universitat de València.



El prof. Peiró habló sobre la importancia de saber cómo gestionar equipos en una empresa y cómo transmitir *feedbacks* tanto negativos como positivos para motivarlos. Y, además, contestó al cuestionario empresarial de la cátedra. Las respuestas de la entrevista están publicadas en la página web de la cátedra. Para leerlas, pincha [aquí](#).

5. **Publicaciones:** Self-efficacy and Resilience: Mediating Mechanisms in the Relationship between the Transformational Leadership Dimensions and Well-Being

El artículo “Self-efficacy and Resilience: Mediating Mechanisms in the Relationship between the Transformational leadership Dimensions and Wellbeing” de Nia Plamenova Djourova, Isabel Rodríguez, Nuria Tordera Santamatilde y Gebeyehu Begashaw Abate ha sido aceptado por la revista Journal of Leadership and Organizational Studies.



Abstract: *The objective of this article is to test the roles of self-efficacy and resilience as consecutive mediators in the relationship between the four dimensions of transformational leadership and wellbeing (operationalized as psychosomatic complaints and psychological distress). The sample consists of 225 social services employees in Spain. Data were gathered at two time points with a time-lag of six months. We used path analysis to test the hypothesized model and Monte Carlo confidence intervals to check the significance of the indirect effects. Our results showed that only two of the four transformational leadership dimensions have a direct impact on self-efficacy: inspirational motivation and individualized consideration, although contrary to our hypothesis, the latter had a negative effect on self-efficacy. As for the indirect effects, self-efficacy did not mediate between the leadership dimensions and wellbeing, whereas resilience mediated between self-efficacy and wellbeing. Self-efficacy and resilience consecutively mediated between the leadership dimensions and wellbeing. Our findings contribute to understanding the underlying mechanisms connecting different dimensions of transformational leadership and wellbeing, and they highlight the importance of developing employees' personal resources.*

Enhorabuena a los autores!

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