


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"s are stylized, with the top one being a solid circle and the bottom one having a small circle below it. The logo is centered within a white square, which is itself 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 thin orange line on top and a thin blue line on the bottom, both set against a white background.

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1. Master WOP-P: Internship experience MasFamilia Foundation

My name is Cristina Arango, and currently, I am doing my internship at MásFamilia Foundation, in Madrid. A private and non-profit organization created to provide innovative and highly professional solutions, such as the efr certificate, to manage and encourage reconciliation between work, private and family life in companies.

I am part of the Doing by Transformation team, the department in charge of support and consulting companies in the implementation of strategies to improve employee work-life balance and to develop training programs to raise awareness, encourage and promote the management of conciliation through efr model.



The best thing about my internship is that I have the opportunity to know what companies from different industries, sizes, and countries are doing in each of the six classification groups of strategies to reconcile personal, family, and work life: employment quality, time and location flexibility, support for employees' families, personal and professional development, diversity, and leadership style.



This experience is being beneficial to me for a number of reasons. To begin with, there are a lot of things I learned in the master that I can apply at work. In addition, being part of a flexible and modern organizational culture has been a very enriching experience. Finally, the working atmosphere is healthy and friendly, and I have felt that the doors are open for me to suggest new ideas and participate in projects with other departments.

In conclusion, it has been a rewarding experience both professionally, for what it has taught me about different ways of working, and on a personal level.

2. Master WOP-P: Internship experience The Student Hotel

Hello everyone and all Woppies from the first year! I'm Silvia Bedin, and I'm very happy to have the opportunity to share with you guys my internship experience. I'm still living in Spain, because it's one of my favourite country to live for the moment and I'm conducting my internship in Barcelona, in the company called "The Student Hotel". It sounds like a Hostel, but it's more inspired place than that!

The Student Hotel is totally an innovative and smart concept, that consists in various global student accommodations offered to the students, together with epic facilities and exciting co-working spaces, from the gym, yoga courses to the swimming pool, also the ping pong and pool.

The Student Hotels are located all around Europe, both in Northern of Europe, such as Amsterdam, Maastricht, Dresden, Eindhoven, Rotterdam, also a new opening in Berlin, and in the Southern Europe, that includes Barcelona, Paris also Florence and they will open soon in other cities in Italy, such as Bologna and Rome and finally in Portugal. As you can see, it began such as a start-up, but it's continuing to grow up very fast, day by day.

Regarding my internship, the first impression that I had during my first day, was really nice and I felt really be welcome from all the TSH team, such be in a family. Here in Barcelona, there are the offices and the different departments (finance, sale, revenue, etc.) for all the South of Europe, and also the HR department, that for the moment is composed by my HR Manager, and I, that we are constantly in contact with our colleagues located in Amsterdam. I really like my daily work, because it's really dynamic and flexible and I'm involved in a lot of different tasks, so for this reason I'm never bored 😊

I'm focusing on the HRIS system, that includes various tools, for example BambooHR and I'm conducting administrative activities, and when the Office Manager is missing, I'm organizing also the office, receiving packs, etc. I'm taking care about the Onboarding process, in addition to prepare all the important documentations for each worker (contracts, login details, agreements, welcome pack etc.) and I'm comparing also the different labour laws involved in all the different regions of Europe.

My main task is to conduct the recruitment and selection process, that is totally challenging for me because after the second week, my Manager gave me the responsibility to create and analysis the job descriptions, publish the job offers and start to be involved into the first interviews and phone screens, both in English and Spanish language. I'm managing day by day the useful tool, called Recruitee, that help us toward the recruitment process, to communicate between our colleagues to give and receive feedback about the candidates. Some days my work is very busy, because I have to screen more than 100 cv in one day from different job positions, in all of Southern Europe but at the same time It's also funny when I have to check if the candidates are able to speak in my native language, that is Italian 😊

The logo for The Student Hotel, featuring the words "THE STUDENT HOTEL" in a bold, black, sans-serif font, centered on a bright yellow rectangular background.

**THE
STUDENT
HOTEL**

In term of other interesting projects involved in TSH, the HR department in Amsterdam has the main responsibility to organize some training programmes, and I guess that I will be involve in some of them, in the next future months, because I'm very curious about for example the contents acquired during the Leadership training program. Also, we are planning to do some interesting volunteering experiences in some associations, for example one of them is a refugees' association, located in Barcelona, where we will collaborate with the refugees and we will organize a workshop regarding how they can be inserted into the labour market, learn how to write a complete cv and how they can apply for work positions opened in Europe. I just want to conclude and leave you with this TSH quote: "May the student in you never die"!

3. Recursos: Summer School Multilevel Analysis of Diary Data

The Applied Psychology Measurement Lab (APsyM), together with the University of Verona and the University of Trento as well as the Italian Psychological Association, offer an international summer school on multilevel analysis of diary data that will take place in **Canazei, Italy** between **July 1st and July 5th, 2019**. Some classes during the course will be taught by prof. Vicente González-Romá.



Methodological challenges for human science research scientists grow day by day and ask them to grow their knowledge on this field. Change studies and developmental studies are now common in scientific enquiry and require longitudinal and often diary data. Statistical models based on repeated measurements ask to face special questions that do not exist in simpler models.

This summer school aims to fill the methodological gaps, analysing longitudinal data and particularly on diary data. The summer school will cover all aspects of basic and advanced analysis on diary data, with a special emphasis on Mplus programming and advanced modeling. Participants will be able to design diary studies within the field of Work and Organizational Psychology, analyze multilevel data obtained by means of a diary design, and interpret the results obtained appropriately.

The school will last five days, and the overall conference style will be informal. Regarding teaching methods, the course will combine instructor presentations, reading and analysis of published studies, guided practical exercises, and autonomous practical exercises. The school will be open to national and international PhD students and Faculty members, in need to improve their analytic skills in the area of diary data analysis. It will be organized in two sections:

- half-day preparatory statistical course to give the basic understanding on the statistical packages Mplus and SPSS and on the required basic statistics to attend effectively the second section;
- 4-day intensive course on Diary Data Analysis

Ph.D. students and early career researchers are preferred as participants.

The deadline for application is **Friday, May 31st**.

For the full program information, click [here](#).

To access the application form, click [here](#).

4. Recursos: Programa FECYT de Mentoring “REBECA” para jóvenes investigador@s

La Fundación Española para la Ciencia y la Tecnología (FECYT) lanza el programa de mentoring "REBECA" para jóvenes investigadores e investigadoras con intereses profesionales más allá del ámbito académico.

El programa de mentoring “Researchers beyond academia-REBECA” quiere poner en contacto a jóvenes investigadores e investigadoras que estén interesados en explorar otras opciones profesionales más allá de la investigación con profesionales altamente cualificados del sector privado, la administración y el tercer sector en España.

Este programa quiere facilitar relaciones que ayuden a los investigadores a reflexionar sobre sus competencias y habilidades y sus oportunidades profesionales dentro y fuera de la academia. Además, quiere facilitar la movilidad sectorial del personal investigador y demostrar su valor más allá de la investigación académica.

También está abierto a profesionales de la ciencia, la ingeniería, las ciencias sociales o las humanidades que deseen ayudar a jóvenes en su carrera profesional.

REBECA es una actividad dentro del proyecto europeo EURAXESS TOP IV en el que participa FECYT y los coordinadores nacionales de EURAXESS de Hungría, Dinamarca, Italia, Bulgaria e Israel, que llevarán a cabo el mismo proceso en cada uno de sus países.

Objetivos de REBECA:

- Apoyar a jóvenes investigadores e investigadoras en su carrera profesional.
- Facilitar la creación de redes de profesionales intergeneracionales e intersectoriales.

Principales características del programa:

- Pondrá en contacto hasta un máximo de 40 parejas de mentores e investigadores.
- Virtual y voluntario. Los participantes recibirán una breve formación online en inglés y se reunirán con su pareja de manera virtual en seis ocasiones. El programa es voluntario porque busca establecer redes altruistas de profesionales.
- El programa tendrá lugar de julio a diciembre de 2019 y vendrá acompañado de formación adicional online para los investigadores.
- Cada pareja decidirá el idioma en el que se comunicará, aunque el más habitual será el español. Sin embargo, la formación y la inscripción en el programa debe realizarse en inglés por tratarse de un proyecto europeo.

Perfil del mentor o la mentora:

- Buscamos profesionales de la ciencia, la ingeniería, las matemáticas, ciencias sociales o humanidades que trabajen en la empresa privada, la administración pública o el tercer sector que quieran ayudar a jóvenes en su desarrollo profesional. No es necesario tener experiencia en investigación.

Perfil del investigador o la investigadora:

- Buscamos estudiantes de doctorado o recién doctorados que sientan que necesitan ayuda en la identificación de sus opciones profesionales más allá del ámbito académico.

Expresiones de interés mentores e investigadores:

- Las expresiones de interés para participar como mentor o como investigador están abiertas hasta el **15 de mayo las 15:00** (hora de España peninsular). El número de parejas finales dependerá del número de solicitudes y ascenderá a un máximo de 40.

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

5. Eventos: Seminario Cátedra MAP UAM sobre la selección de personal inclusiva



El siguiente seminario de la Cátedra de Modelos y Aplicaciones Psicométricos se celebrará el viernes **28 de junio, de 9 a 14h**, en la Facultad de Psicología de la **Universidad Autónoma de Madrid**.

El lema elegido este año es “Selección de personal inclusiva y nuevos resultados sobre la predicción del desempeño”. Como siempre, el objetivo es ofrecer al profesional de los Recursos Humanos informaciones y experiencias que le sean útiles para el mejor desarrollo de su trabajo.

En breve se publicará el programa definitivo y el formulario de inscripción. Mientras, para acceder a información sobre los seminarios anteriores, pincha [aquí](#).

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