


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

idocal

NOVEDADES
IDOCAL
2019

13 – 17 de mayo
Vol. 5, número 17

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

1. **MASTER WOP-P: INTERNSHIP EXPERIENCE CAPGEMINI**
2. **MASTER WOP-P: INTERNSHIP EXPERIENCE NUNSYS**
3. **PARTICIPACIONES: CONFERENCIA DEL PROF. PEIRÓ EN EL CONGRESO NACIONAL DE PSICOLOGÍA INDUSTRIAL Y ORGANIZACIONAL DE RUMANÍA**
4. **PUBLICACIONES: EMPLOYMENT CONTRACT, JOB INSECURITY AND EMPLOYEES' AFFECTIVE WELL-BEING: THE ROLE OF SELF- AND COLLECTIVE EFFICACY**
5. **RECURSOS: MEMORIA ANUAL DEL IVIE**
6. **RECURSOS: SEMINARIO DE LA CÁTEDRA MAP**
7. **CONVOCATORIAS: ESCUELA DE VERANO CATAPULT**
8. **CONVOCATORIAS: CALL FOR SUPERVISORS OF EFPSA EUROPEAN SUMMER SCHOOL**

1. Master WOP-P: Internship experience Capgemini

Hi everyone! My name is David and I'm doing my internship in Capgemini Spain, in their offices in Barcelona.



Capgemini is one of the world's foremost providers of consulting, technology, digital transformation, outsourcing services, and other local professional services. It was founded in France in 1967. Nowadays it has over 200,000 employees in over 40 countries, with 700 employees in Barcelona, and 5,000 in Spain.

HR in Capgemini España is centralized in Madrid, so some of the typical functions of an HR department are administered from there, such as training or performance management. Barcelona's department is composed of five persons: one in charge of labor relations and the other four mainly dedicated to recruitment and selection. Even though this last one is the part that demands most of our time, there are several other things to do. For instance, among other minor tasks we are carrying out a branding project to make the brand better known in Spain, improving the follow-up interviews of the new incorporations, improving the onboarding as well, organizing teambuilding activities, creating a language exchange project, attending job fairs, and starting an initiative aimed at improving employees' soft skills (you know, IT guys cliché is sometimes true).

Regarding my role, I am glad of being involved in each of the activities and projects existing in the department since the first days. They really consider me another teammate and not just the intern, and I am thankful for that. Also, I am taking profit of lots of knowledge and competencies gained over these last two years. Focusing on recruitment and selection, I was not very attracted for it some weeks ago, but I am realizing that I still have a lot to learn, especially in recruitment and selection of IT profiles. The learning curve for what concerns the field and job positions' specifications is steep at the beginning since it involves a considerable amount of technical knowledge in IT (programming languages, frameworks, tools, etc.). After some weeks it is going easier, but information to assimilate seems endless, essentially since the IT field is always changing.



Relationships with my teammates are great, they are charming, young, open-minded people that are involved in my learning. Plain structure and communication in the department help a lot. Every problem is listened to. Every proposal is considered in the meetings. Every accomplishment is shared. Moreover, we use to go for after work drinks on Fridays with other departments, which is always a positive point.

In conclusion, I am happy at Capgemini, learning and putting into practice many things I have learnt in the WOP-P, and willing to hear great news from my classmates.

2. Master WOP-P: Internship experience NUNSYS



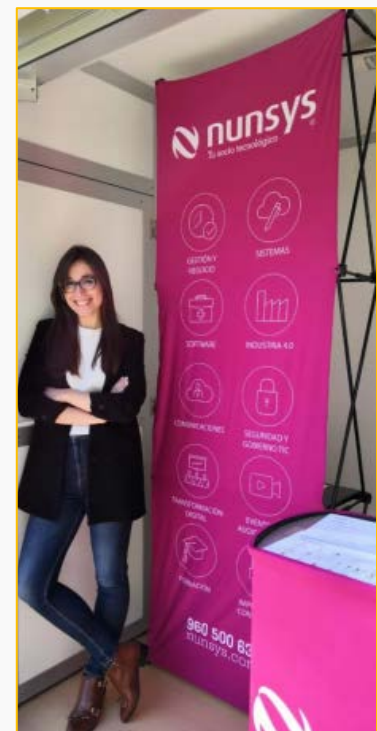
My name is Lucía Barrera and I am a second year WOP-P master's student currently doing my internship at NUNSYS in Valencia, Spain. NUNSYS is an IT consulting firm specialized in a wide range of services such as Digital Transformation, Cybersecurity, Industry 4.0, Communications, Systems, Software, Audiovisual services and training.

With a workforce of 450 employees NUNSYS has 15 offices distributed throughout the country and offers services to 3000 clients. Some of the clients and partners include Mercadona, Ferrero Rocher, Siemens, Ford, the NATO and many others.

The People and Talent department I belong to is divided into two main areas depending on the type of projects: Selection and Recruitment and Development. As an intern I am being asked to support both. In Selection and Recruitment some of my duties include the search for job candidates using Internet recruiting platforms, selection of qualified job applicants and their referral to managers, review of employment applications and job orders to match applicants with job requirements, provide them with information of the status of their applications, and conducting interviews with potential candidates.

Although these tasks are priority and consume most of the team's time, each member have their own development project in order to ensure an ongoing improvement of the HR department. In this regard, I assist with the implementation of actions related to the gender equality plan, a mandatory initiative for companies with more than 250 employees, and also attend to interviews with managers to create the job descriptions of their divisions. My own project entails the designing of a climate survey and I will soon be trained in the internal app of the company as part of a promotional plan for other companies to implement this app and use it not only for internal communication purposes but also as a HR tool.

The tech industry has one of the highest turnover rates due to the high demand of tech talent and rising compensation. NUNSYS has managed to lower this rate through career development opportunities, flexible work schedules and ensuring a culture fit hiring philosophy. As a HR specialist this sector is definitely challenging but with the competences acquired during the WOP-P program I feel confident in applying them in a real setting to make a difference.



3. **Participaciones:** Conferencia del prof. Peiró en el Congreso Nacional de Psicología Industrial y Organizacional de Rumanía



El pasado viernes 10 de mayo, el Prof. José María Peiró ha impartido una conferencia sobre los impactos de los mega-tendencias globales sobre el mundo de las organizaciones en el Congreso Nacional de Psicología Industrial y Organizacional de Rumanía, APIO 2019.

Abstract: Several mega-trends such as globalization, technological changes and digitalization, demographics and migration changes and also changes in the world geopolitical relations are having important impacts on work and organizations. Important changes in the jobs, work structure, working conditions, types of jobs (gig economy) and industrial relations. It is important to analyse not only the effects on the jobs destruction and jobs creation but also on the transformation of jobs and the implications for the employees in terms of the qualifications and competencies required. These changes are not just related to mechanization and automatization but also to deep transformations of the professional jobs due to the developments of Artificial Intelligence and learning machines. In my presentation I will analyse the main digital transformations and their implications for the tasks, jobs, qualification and competencies. Special attention will be paid to the transformation of the professional jobs and also to changes in working conditions, working arrangements and employer-employee relations. Finally, I will analyse the changes that are emerging in the profession of work, organization and personnel Psychology. The challenges and opportunities for our profession will be identified and also their implications for the education and professional development of WOP- Psychologist.

4. **Publicaciones:** Employment contract, job insecurity and employees' affective well-being: The role of self- and collective efficacy

El artículo "Employment contract, job insecurity and employees' affective well-being: The role of self- and collective efficacy" de Beatriz Sora, Thomas Höge, Amparo Caballer y José María Peiró se ha publicado en la revista Economic and Industrial Democracy.



Abstract: A large amount of research has focused on job insecurity, but without obtaining consistent results. Some authors have pointed that this variability might be due to the operationalization of job insecurity. Different types of job insecurity can provoke different employee reactions. The aim of this study is to analyse the effect of job insecurity, understood as temporary employment (objective job insecurity) and personal perception (subjective job insecurity), on affective well-being. In addition, the moderator roles of job self-efficacy and collective efficacy are examined in the relationship between job insecurity and employees' affective well-being. This study was carried out with 1435 employees from 138 Spanish and Austrian organizations. The results showed a different effect of job insecurity depending on its conceptualization. Only subjective job insecurity was negatively related to affective well-being. Moreover, both self- and collective efficacy moderated the subjective job insecurity-outcomes relation, ameliorating employees' well-being levels when they perceived job insecurity.

Referencia: Sora, B., Höge, T., Caballer, A., & Peiró, J.M. (2019). Employment contract, job insecurity and employees' affective well-being: The role of self- and collective efficacy. *Economic and Industrial Democracy*, 40 (2), 193-214.

¡Enhorabuena a los autores!

5. Recursos: Memoria anual del IVIE

El IVIE ha publicado su memoria de actividades del año pasado. En el 2018, el instituto ha triplicado sus actividades dirigidas a difundir y compartir conocimientos.

El IVIE organizó durante 2018 un total de 37 actividades de difusión como seminarios, jornadas, debates o presentación de sus estudios, lo que supone una cifra casi tres veces mayor que la registrada el año anterior. Además, crecieron el número de proyectos de investigación en marcha hasta un total de 65, frente a los 45 del año anterior, según se recoge en la Memoria Anual del instituto, que acaba de publicarse. También el año pasado se difundió el nuevo sistema de indicadores Accesibilidad Financiera, que recoge información sobre los municipios y la población sin acceso a una sucursal bancaria y que se une a las 25 bases de datos que ya estaban disponibles.

La Memoria recoge toda la información sobre los trabajos realizados en el IVIE, así como la producción científica de los investigadores e investigadoras asociadas. En total, se publicaron 180 trabajos a través de artículos en revistas científicas, libros, monografías y documentos de trabajo.

Algunas cifras destacadas de 2018:

- 65 proyectos contratados con diferentes instituciones
- 26 bases de datos
- 180 publicaciones, entre artículos de investigación, libros, monografías y documentos de trabajo
- 3.103 noticias en prensa
- 37 actividades, entre presentaciones de estudios, jornadas y seminarios
- 96 investigadores colaboradores



Para descargar el PDF de la memoria, pincha [aquí](#).

6. Recursos: Seminario de la Cátedra MAP sobre Selección de personal inclusiva

El viernes, 28 de junio de 2019, se celebrará el XI Seminario de la Cátedra de Modelos y Aplicaciones Psicométricos (MAP) 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. Se detalla a continuación el contenido.

- Conferencia: “Capacidad Cognitiva General (CCG) y Desempeño Ocupacional: Recientes evidencias sobre la predicción de las dimensiones del desempeño y sus medidas”.
- Sesión de posters.
- Conferencia: “Selección de personal inclusiva y no discriminativa”.
- Conferencia: "Heurísticos, sesgos, estereotipos y prejuicios del evaluador en selección”.
- Conferencia: “Estudio sobre la discriminación en los consultores”.
- Mesa redonda y debate: “Selección de personal inclusiva y no discriminativa”.

El seminario va a ser transmitido por videostreaming. Para ampliar la información, así como para la inscripción, pincha [aquí](#).

7. Convocatorias: Escuelas de verano CATAPULT

Sé uno de los expertos, uniéndote a la comunidad de actores del cambio, y desarrolla tus conocimientos y capacidades para desarrollar soluciones en adaptación y mitigación en cambio climático participando en una de las escuelas de verano CATAPULT en el marco de la iniciativa europea Climate KIC.



Las escuelas de verano de dos semanas sobre temas relacionados con el clima se imparten de diferentes ciudades europeas. Conectamos estudiantes de doctorado de todo el mundo, convirtiendo a los PhD Catapult en auténticos hubs de nuevas ideas con un enfoque multidisciplinar.

Combinando conocimiento de varias disciplinas, consiguiendo nuevas capacidades y generando ideas innovadoras. Uniendo debates con expertos internacionales y profesionales especializados, sesiones de transferencia creativa de capacidades, talleres inspiradores, visitas de estudio y desarrollo de actividades creamos una experiencia formativa única para los participantes. Este programa no es únicamente sobre formación y capacidades, sino sobre conectar personas e ideas. Las tres convocatorias de 2019 son sobre estos temas:

CITIES: del 8 al 19 de julio en Bolonia y Lisboa/Almada.

FORESTRY: del 26 de agosto al 6 de septiembre en Helsinki y Gothenburgh.

FOOD: del 16 al 28 de septiembre en Budapest y Valencia.



En cada uno de los Catapults habrá un máximo de 20 participantes de distintas áreas de conocimiento y de todas partes del mundo, que estarán acompañados durante todo el programa por dos coaches, uno de ellos experto en la temática y el otro en el desarrollo de soft skills. Durante la escuela de verano habrá visitas, sesiones con ponentes de prestigio, se trabajará en grupo sobre soluciones viables y se presentará los proyectos a un jurado experto.

El coste de la escuela es de 800€ (incluye alojamiento, desayunos y comidas y vuelo entre las dos localizaciones). Los participantes tendrían que costearse el vuelo de ida al primer destino, el del regreso desde el segundo destino además de las cenas y sus gastos personales. Adicionalmente, obtendrán un certificado emitido por el EIT (European Institute of Technology) de la Unión Europea.

Los asistentes a ediciones anteriores han valorado esta experiencia como una gran oportunidad para aplicar su conocimiento de manera muy práctica, para su desarrollo profesional y para ampliar su red de contactos internacionales.

Para más información y para acceder al formulario de inscripción, pincha [aquí](#).

8. **Convocatorias:** Call for Supervisors of EFPSA European Summer School 2019

Are you a PhD or PostDoc researcher in psychology who would like to be a Supervisor for an international group of six motivated and dedicated students working on a research project? If your answer is yes, then apply for this year's European Summer School, taking place from 8th to 15th of July, in Greece! This year's theme is 'Communication and Learning in the Digital Age' which means that any topic or research area within these fields is eligible.

Please ensure you have carefully read the JRP-Supervisor-Guidelines-2019 before sending your application, and you can find more information about the Junior Researcher Programme here. In order to apply, please complete and submit the Application form, and attach your CV. The deadline for applications is Tuesday 21st May 2019, 23:59 CEST.

If you know anybody who might be interested in applying for one of these positions, please feel very welcome to share this information with them.

Please contact jrp@efpsa.org if you have any questions about the Supervisors recruitment process.

- Who: PhD or PostDoc researchers in psychology!
- What: European Summer School, Communication and Learning in the Digital Age
- When: 8th – 15th of July 2019
- Where: Kerkini, Greece
- Costs: Accommodation and food will be provided.
- Deadline: Tuesday 21st May 2019, 23:59 CEST



For more information and access to the application form, click [here](#).

Colaboradores de este número (por orden alfabético):

Lucía Barrera

Salvador Carbonell

José María Peiró

David Siurana

Editora:

Pia Helen Kampf