


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 larger and positioned higher than the others, with a smaller "o" below it. The logo is set within a white square with a thin orange border, which is itself centered within a larger orange-to-brown gradient rectangle.

idocal

NOVEDADES  
IDOCAL  
2019

**20 – 24 de mayo**  
**Vol. 5, número 18**

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

- 1. TER WOP-P: INTERNSHIP EXPERIENCE SCHAEFER CENTER OF PUBLIC POLICY / MARYLAND STATE GOVERNMENT**
- 2. MASTER WOP-P: INTERNSHIP EXPERIENCE ICCM**
- 3. CONVOCATORIAS: VIADRINA FELLOWSHIP FOR RESEARCH STAYS**
- 4. CONVOCATORIAS: CALL FOR SUBMISSIONS TO CAREERS DIVISION COMMUNITY CONFERENCE**
- 5. PUBLICACIONES: VALIDATION OF A MODIFIED VERSION OF THE PSYCHOLOGICAL CAPITAL QUESTIONNAIRE IN SPAIN**
- 6. PARTICIPACIONES: CONFERENCIA KEY-NOTE DE VICENTE GONZÁLEZ ROMÁ EN EL CONGRESO DE LA EAWOP**

## 1. Master WOP-P: Internship experience Schaefer Center of Public Policy / Maryland State Government

What a great opportunity is to live, study or work abroad. My name is Fernando Martinez Embid and I am a Spanish student of the second year of the WOP-P master. I moved to Baltimore University and started my practicum during the first days of April. One month is more than enough to notice how lucky I was being able to come here. I am working both in the Schaefer Center of Public Policy and in the Department of Budget and Management (DBM), part of the Maryland state government, that collaborate with the University, opening their doors for internships.



Being in another country gives you the possibility to be more open-minded, to see what other professionals do in other countries (instead of just listening/reading that there are cultural differences), and to see how other people live. It makes you to ask yourself why they live as they live, and why you live as you live, which is a great opportunity to have a much better understanding about the reasons behind why people behave in one way or in other, regarding both the personal and professional contexts.



Regarding the Schaefer Center and the DBM, my work is directly related to training. In the first case, we are working in a project on training design for other organization, which want to improve their training system and the Schaefer Center provides the service on training design. There, I work in a building with two students coursing a master in I/O psychology who are at the same time in the Schaefer center as a workers, and we work together in the project in an office with computers we have available to work. In the second case our work is more diverse, and currently my work is being mainly related to both selection processes and training, working in an office with many employees where I am the one intern, which is also good to learn more from other professionals. It is a great opportunity to be able to work in two different offices, where I can get more information about how two different organizations are working in the WOP-P field.

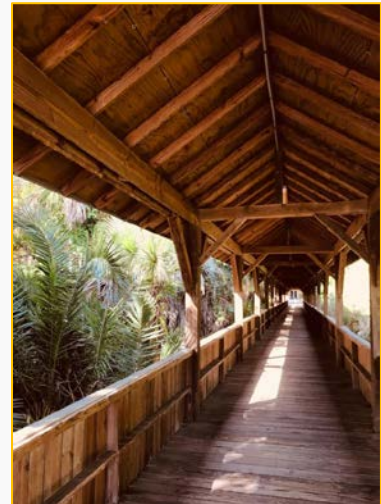
It is an experience that I am enjoying so much and that is being very helpful both personally and professionally. I recommend it to everybody who like new experiences, in other countries, in a different context.

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



Hi! My name is Ana Nikolic and I am currently doing my internship at ICCM (Institute for Cross Cultural Management) which is located at FIT (Florida Institute of Technology) campus. ICCM helps organizations adapt, prepare and prosper in a global environment by providing a range of products and services targeted at improving selection and strategic decisions and developing a culturally competent workforce, resulting in reduced organizational costs, time and risk.

Once I arrived at ICCM, I was introduced to a variety of projects and then I had the option to pick which teams I want to enter in order to further develop my skills by participating in these projects. I am a part of two marketing teams for two separate products (apps). One is for the Guided Mindfulness app where its aim is to increase experiential learning through self-reflection before and after meetings, missions, assignments, etc. The other app ICCM is working on is the Sekai app whose aim is to provide its users a variety of knowledge on each culture separately and various comparisons among them, too. My assignments in the marketing teams concerning these two projects are related to customer profile analysis, competitors' analysis and conducting steps on the strategies of influencing the customers. Furthermore, another team I am helping out is for the Trust research team (RIOT lab) where I am assigned to work on the recruitment materials and strategies for recruiting participants for the research. Another project ICCM is working on is on developing a mathematic formula which would result in the level of strength a research has in its application in practice. I am also a part of the team where we constantly brainstorm and try out different possibilities of conducting this formula. Finally, ICCM has also been delivering trainings to the Orlando airport staff in order to increase their customer service and cultural competence skills while working with customers. My assignment in this team is to do basic research in order to find the most suitable software for statistical analysis of the training evaluations according to the needs of ICCM.



The WOP-P Master helped me in a variety of ways in order to accommodate to my new internship. It taught me how to manage my time while dealing with multiple projects, how to work in multicultural groups, basic research techniques and statistical methods that help me in conducting my research here at ICCM.

I would definitely recommend this internship to the first-year students. The supervisors are very friendly and available for help and tutoring at any time, the projects and the products and services ICCM produces are highly interesting and engaging and my colleagues are creating a friendly working environment within ICCM.

### 3. Convocatorias: Viadrina fellowship for research stays



The Viadrina International Program – for Graduates (VIP) enables international doctoral researchers to apply for a research stay of up to three-months at the European University Viadrina in Frankfurt (Oder), Germany. The approval of applications is made by the Commission for the Appropriation of Funds within the Field of Research and Graduate Education of the European University Viadrina.

Eligible for application are international doctoral researchers of universities abroad of any discipline represented at the European University Viadrina, who intend to spend a three-months research stay at the Viadrina. A fellowship can only be requested if any other funding for the same purpose and the same period is not already received by the applicant.

The deadline for application is **June 23<sup>rd</sup>**.

For more information, click [here](#).

### 4. Convocatorias: Call for submissions to Careers Division Community Conference

Scholarly interest in careers has been active since the rise of industrialization when, for the first time, social and occupational mobility became a central but problematic component of modern life. Organizational scholars working in the late 1970s produced seminal work on careers in organizations, which by the end of the 1980s had emerged as a multi-disciplinary field of study. However, at least since the early 1990s, scholars have recognized changes in the structure of organizational careers due to the emergence of new forms of work and organization. We are now well into what is often termed the fourth industrial revolution.



Major events in the world economy, politics, and society provide new challenges, necessitating the development of new approaches to understanding careers at the nexus of individual, organizational, institutional, and national contexts. The aim of this AOM Careers Division Community Conference is to present and develop high-quality research, foster extensive discussion, and bring multiple disciplinary perspectives together to focus on new and emerging issues, concepts, and theories in the area of careers studies, broadly conceived. We also seek to serve scholars dealing with career-related topics who find it difficult to attend the AOM annual meeting in August but who wish to present their research and connect with other members of the careers community. At the same time, scholars who normally attend the Annual AOM meetings are also very welcome to submit their research or workshop ideas and participate at the conference.

We are calling for proposals for presentations, symposia, and professional development workshops (PDW) at this AOM Careers Division Community Conference. We aim to attract topics across the whole field of careers research, and specifically with a focus on career topics related to turbulent times (e.g., economic crises, organizational re-structuring, immigration and refugee crises) and across diverse contexts (e.g., Western and Eastern contexts; early, middle and late careers; blue-, pink- and white-collar workers).

The conference will take place in Vienna, Austria from **February 14<sup>th</sup> to 15<sup>th</sup>, 2020**.

Deadline for all submissions is **September 1<sup>st</sup>, 2019**.

For more information, click [here](#).

## 5. **Publicaciones:** Validation of a modified version of the Psychological Capital Questionnaire (PCQ12) in Spain

El artículo “Validation of a modified version of the Psychological Capital Questionnaire (PCQ12) in Spain” de Nia Djourova, Isabel Rodríguez y Laura Lorente-Prieto ha sido publicado en la Revista Interamericana de Psicología Ocupacional.



### **Abstract:**

*Background:* Previous studies have found some limitations and inconsistencies in the functioning of the short Psychological Capital Questionnaire (PCQ12), suggesting the need to improve it. The objective of the current study is to validate a modified version of the PCQ12 in Spain.

*Method:* The sample consists of 792 employees from 42 Spanish organizations. A cross-validation was carried out to test the factorial validity of the modified scale. Reliability and convergent, discriminant, and criterion validity were also tested.

*Results:* The modified PCQ12 showed good psychometric qualities. A four-factor structure showed a better fit to the data than the original second-order structure.

*Conclusions:* Overall, our study supports the modified PCQ12 as an improved instrument for measuring Psychological Capital in the Spanish context.

Para acceder al artículo, pincha [aquí](#).

¡Enhorabuena a las autoras!

## 6. Participaciones: Conferencia key-note de Vicente González Romá en el congreso de la EAWOP

El prof. Vicente González Romá ha sido invitado a dar una conferencia key-not el 19 congreso de la Asociación Europea de la Psicología del Trabajo y las Organizaciones, que se celebrará la semana que viene en Turín, Italia.

Vicente dará la conferencia con el título “Work-team climate: a three-property perspective” el día jueves 30 de mayo a las 14:45 en el auditorium. A todos los que participen en la EAWOP, os animamos a acudir a la key-note.



Abstract:



*Work-team climate is a relevant construct to understand how work-teams function. Previous research has shown that work-team climate has influences on key work- team processes (e.g., communication) and outcomes (e.g., performance). In this talk, I will propose that in order to describe and characterize a work-team’s climate in a more complete and detailed way, we should consider three different properties: climate uniformity (the pattern of climate perceptions within the team), climate strength (the agreement of the existing coherent subgroupings of climate perceptions within the team), and climate level (operationalized as the aggregated climate score for the aforementioned subgroupings). I will review recent research about these three properties, and present new findings about the antecedents and consequences of climate uniformity. Finally, I will suggest a number of questions and research lines that can contribute to improving our understanding of work- team climate.*

Colaboradores de este número (por orden alfabético):

Salvador Carbonell

Vicente González Romá

Fernando Martínez Embid

Anna Nikolic

José María Peiró

Esther Villajos

Editora:

Pia Helen Kampf