


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

10 – 14 de junio
Vol. 5, número 19

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

- 1. MASTER WOP-P: INTERNSHIP EXPERIENCE IDOCAL**
- 2. MASTER WOP-P: INTERNSHIP EXPERIENCE TRESMONTES LUCCHETTI**
- 3. CONVOCATORIAS: CURSO DE VERANO “¿SE PUEDEN PREVENIR LOS PROBLEMAS DE SALUD MENTAL?”**
- 4. CONVOCATORIAS: ENCUENTRO “BUENAS PRÁCTICAS CIENTÍFICAS”**
- 5. CONVOCATORIAS: CALL FOR PAPERS JOOP: POSITIVE PSYCHOLOGY INTERVENTIONS**
- 6. RECURSOS: REVISTA VASCA DE GESTIÓN DE PERSONAS Y ORGANIZACIONES PÚBLICAS**
- 7. RECURSOS: VIDEO - DIGITALIZACIÓN Y BIENESTAR EN EL TRABAJO**
- 8. RECURSOS: VIDEOBLOG – COMPETENCIAS TRANSVERSALES EN LA UNIVERSIDAD**
- 9. PUBLICACIONES: REFINEMENT AND VALIDATION OF A COMPREHENSIVE SCALE FOR MEASURING HR PRACTICES AIMED AT PERFORMANCE-ENHANCEMENT AND EMPLOYEE SUPPORT**
- 10. EVENTOS: REUNIÓN DEL PROYECTO EVENT EN HANOI**

1. Master WOP-P: Internship experience IDOCAL



Hi all! I am Rewina, a second-year master's student who is doing my internship here at IDOCAL, which is an institute that intends to promote and disseminate psychological research, and encourage the application of knowledge that psychology can provide in different areas of society, as the quality. The working life and the better functioning of the organizations.

The goal of my internship is to develop a program of analysis on aspects related to future needs in the field of Human Resources and to try to understand the main lines of development of the field of I / O Psychology. In this way, we seek to better design research and work projects and better respond to the needs of companies and organizations. It is a splendid internship because it allows me to develop research skills and also to understand the importance of research that supports society in its present and future needs and demands!

I am learning the use of software packages such as Nvivo and R to carry out my analysis. The benefits of this are numerous, since then I am directed to a PhD program. This allows me to strengthen my research skills to predict work trends and understand the changing demands of the market. I have always believed that our field of study is constantly changing and this internship offers me a glimpse of the skills needed in our area.

This internship is very surprising for many reasons. On the one hand, there are many theories and concepts of the EAWOP framework that I am applying (it gives you a vivid understanding of the competency model). To add to that, while the project has questions that it wants to answer, I have the opportunity to add my creativity and ideas. In addition, the IDOCAL work environment is friendly, encouraging and full of super smart PhD students and visiting students who give seminars and presentations about their latest discoveries.

In summary, I can say with all my heart that this internship has given me the research skills I need to advance and it has given me the opportunity to meet highly motivated PhD students who are impressive. It has been a satisfying experience both professionally and personally.

I hope all of you are well and enjoying your studies and internships!

2. Master WOP-P: Internship experience Tresmontes Lucchetti

Hello to all my first- and second-year WOP Master classmates! I hope you all do well in your internships and mobility periods. My name is Alejandro Delgado and I am currently doing my internship at Tresmontes Lucchetti, in Santiago, Chile. It has been a very rewarding experience, both for the country and for the company.



Explaining a little what Tresmontes Lucchetti is, it is a Chilean multinational food company, whose main product is pasta, offering such food with the slogan "La Pasta de Mamá". Even though it not only makes pasta, but also has a wide range of products available to its clients. Tresmontes Lucchetti is currently present in more than 40 countries throughout America.



tresmontes
lucchetti

My internship is within the area of human and organizational development, offering a multitude of services to the company and other associated organizations. As the department is relatively new (it was created 5 years ago), there are a multitude of tasks that need to be carried out and are not well implemented in past occasions. Some of the activities of which I am an active part with the rest of the team are: work climate studies and analyses, management of the performance appraisal process, recruitment and selection functions, organization of projects to be developed in the near future within the company (related to technology or new visions for the future) and we are immersed in a process of change management in the organization, promoting greater velocity in the activities that are performed for other companies. All these activities make us apply the knowledge acquired in the Master in different fields, as well as providing a space to continue developing our skills and not stop learning.

Highlighting the role of Tresmontes Lucchetti, we also work hand in hand with the other two companies within Tresmontes S.A.: Tresmontes and Lucchetti, giving rise to spaces where you can continue to learn by dealing with customers outside our organization but who continue being part of our family.

In addition to the functions that are assigned to us, it is essential to name the work environment, as it is a very familiar environment where all colleagues help constantly and make the workplace a pleasant space to face the workdays. Another aspect that has caught my attention is the large number of activities outside the office that are carried out to continue increasing group cohesion and interaction between workers from different departments.

Considering all the above, I am very happy to be part of this great team, allowing me to use in a practical way everything we have invested so much time learning in the WOPP Master. I hope that everything that is to come will be great for you. I send a big hug to all of you.



3. **Convocatorias:** Curso de Verano “¿Se pueden prevenir los problemas de salud mental?”



La salud mental y el bienestar emocional son aspectos importantes en la calidad de vida de las personas. Los problemas de salud mental comienzan a ser uno de los principales problemas de la sociedad, ocasionando un claro impacto a nivel personal, escolar, social y/o sanitario. Por ende, se hace necesario diseñar estrategias de promoción del bienestar emocional y prevención de los trastornos mentales en la sociedad. La promoción del capital mental de las personas es la mejor inversión de futuro.

La Universidad de La Rioja, con el patrocinio de la fundación BBVA ofrece un curso con el objetivo de promocionar actuaciones en materia de salud mental, focalizándose en la promoción del bienestar emocional y prevención de los trastornos mentales en todos los sectores de la sociedad.

El curso se realizará en la Universidad de La Rioja los días 27 y 28 de junio.

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

4. **Convocatorias:** Encuentro “Buenas prácticas científicas”

La Fundación General CSIC organiza el encuentro “BUENAS PRÁCTICAS CIENTÍFICAS”, una cita imprescindible para aquellos investigadores que están comenzando su carrera científica. Se trata de formación avanzada e integral sobre facetas esenciales del proceso investigador, así como fundamentos de integridad científica y ética, para un desarrollo responsable de la investigación.



Una ciencia de calidad requiere que la actividad investigadora se desarrolle sobre la base de una buena praxis científica. Un deficiente conocimiento de las normas y prácticas que deben orientar el trabajo de los científicos, incluyendo principios éticos y responsabilidades profesionales de la actividad investigadora, conduce a veces a irregularidades que pueden dañar la percepción social y el prestigio de la ciencia, de los investigadores y de sus instituciones. Es, por tanto, esencial que los investigadores, desde el principio, reciban una formación apropiada en integridad científica y buenas prácticas, como fundamento de una conducta responsable en investigación. Estas consideraciones han llevado a la Fundación General CSIC a desarrollar actividades de formación avanzada e integral de jóvenes científicos, que contribuyan a su adecuada preparación y desarrollo profesional. La Fundación, así, se compromete decididamente con la implementación y consolidación de una cultura de integridad científica y de investigación responsable en la ciencia española.

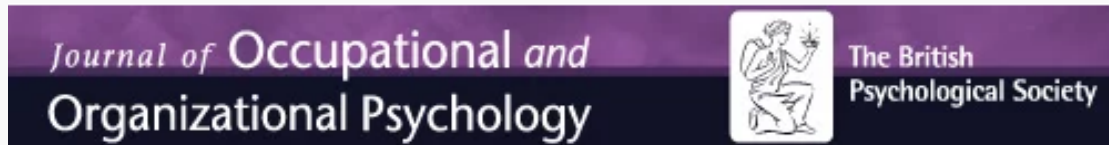
En este encuentro, dirigido especialmente a investigadores en formación, se proporcionan elementos de referencia sobre facetas esenciales del proceso investigador, incluyendo elaboración de proyectos; diseño experimental y ejecución de la investigación; obtención y procesamiento de datos; presentación y comunicación de resultados; difusión y divulgación científica; y evaluación de investigación. Se analizan el complejo sistema científico actual, las obligaciones del investigador y las relaciones entre científicos con otros elementos del sistema y con la sociedad. Adicionalmente, se imparten y discuten fundamentos de integridad científica y ética para un desarrollo responsable de la investigación, con evitación de prácticas indeseables.

El encuentro se realizará del día 24 a 27 de junio en Santander. La participación cuesta 135€.

Para el programa del curso y la inscripción, pincha [aquí](#).

5. **Convocatorias:** Call for papers JOOP – Positive psychology interventions

The Journal of Occupational and Organizational Psychology has issued a call for papers about positive psychology interventions in organizations:



“Expanding the focus from preventing what is problematic to capturing the mechanisms that create positive deviance leads to a more complete view of the conditions and processes that contribute to the optimal functioning of people, groups and institutions (Gable & Haidt, 2005). In this special issue, we would like to bring together papers that are inspired by the research streams that aim at producing positive individual and organizational outcomes: positive psychology, positive organizational scholarship, and positive organizational behaviour. Positive psychology refers to the ‘science of positive subjective experience, positive individual traits, and positive institutions’ (Seligman & Csikszentmihalyi, 2000, p. 5). Positive organizational behaviour can be defined as the ‘study and application of positively oriented human resource strengths and psychological capacities that can be measured, developed, and effectively managed for performance improvement in today’s workplace’ (Luthans, 2002, p. 698). Positive organizational scholarship is ‘the study of that which is positive, flourishing, and life-giving in organizations’ (Cameron & Caza, 2004, p. 731). The aim of the special issue is to strengthen the evidence-based underpinnings of these positive approaches by investigating the impact of positive interventions in organizations. Interventions could be initiated at the organizational level and include Human Resources and leadership interventions; or initiated at the individual level, and include job crafting, strengths use, vitality management, mindfulness and other interventions; or a combination of both.

We encourage submissions of a wide range of interventions that use varying methodologies to cultivate positive subjective experiences, the building of positive individual traits, or the building of civic virtue and positive institutions. Both more classical positive psychology interventions and more recently developed interventions that are aimed at enhancing well-being and positive job outcomes fall within the scope of this special issue. Non-intervention studies that generate useful information about how positive psychology interventions should be delivered, and critical approaches, dealing with potential downsides of positive interventions are welcomed as well.”

Deadline for submission is January 1st, 2020.

For more information, and to submit your paper, click [here](#).

6. Recursos: Revista Vasca de Gestión de Personas y Organizaciones Públicas

El Instituto Vasco de Administración Pública (IVAP) ha publicado el nº 16 de la Revista Vasca de Gestión de Personas y Organizaciones Públicas.



Este número contiene artículos sobre temas actuales cómo por ejemplo el proceso de reclutamiento y selección basado en evidencia científica o el impacto del blockchain en la administración pública.

Para acceder a la versión digital, pincha [aquí](#).

7. Recursos: Video - digitalización y bienestar en el trabajo



El pasado 7 de Junio, el profesor José María Peiró dio una conferencia sobre la digitalización y el bienestar en el trabajo en el congreso ORP en Madrid.

Las muy interesantes conclusiones de su conferencia están disponibles en un video de youtube. Para acceder, pincha [aquí](#).

8. Recursos: Videoblog – Competencias transversales en la universidad

El IVIE ha publicado otro videoblog con una entrevista al profesor José María Peiró.

Esta vez, el profesor Peiró explica cuáles son las competencias transversales que cada vez demanda más el mercado laboral y cómo han de ser adquiridas durante la formación superior.



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

9. **Publicaciones:** Refinement and validation of a comprehensive scale for measuring HR practices aimed at performance-enhancement and employee support

El artículo “Refinement and validation of a comprehensive scale for measuring HR practices aimed at performance-enhancement and employee support” de Esther Villajos, Núria Tordera, José María Peiró y Marc Van Veldhoven se ha publicado en la European Management Journal.

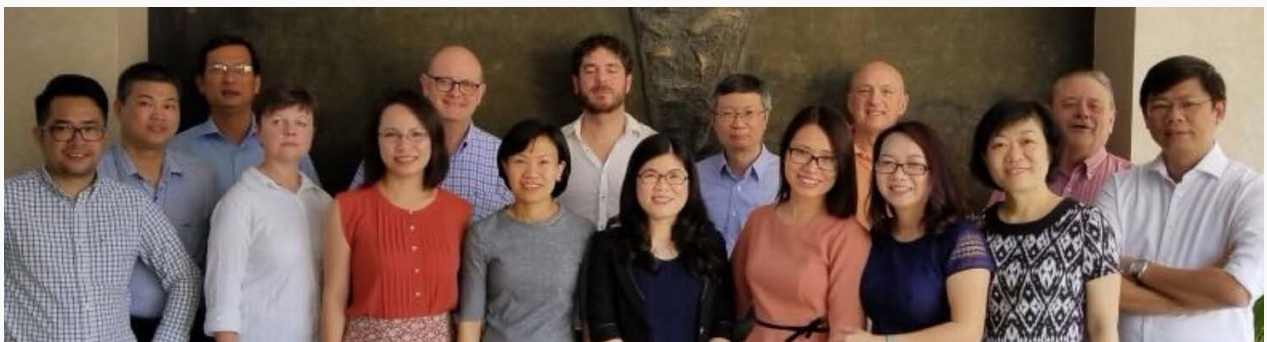
Abstract: The purpose of this paper is to refine and validate a Human Resource practices (HRP) scale to measure employees' perceptions and test a two-tier model structured in eight practices and two bundles. In a sample of 554 employees, an EFA (Exploratory Factor Analysis) offered six factors that explained about 70% of the variance. Then, with 1647 employees (from 41 Spanish organizations), first- and second-order models were tested with Confirmatory Factor Analysis (CFA). The former encompasses eight practices. The latter grouped the practices in two bundles, one on enhancing performance and the other on supporting employees. The Cronbach's alpha, Rho coefficient (Composite Reliability Coefficient), Omega coefficient, and Spearman-Brown split half coefficient showed good reliability. Validity evidence was found for construct, criterion, convergent, content, discriminant, and predictive validity. Moreover, the paper integrates different ways of approaching the study of HR management based on employees' perceptions, using a two-tier approach. The two-bundle model showed better fit, pointing out the importance of paying attention to multiple outcomes for employees and organizations. The study makes a relevant theoretical contribution about the role and aims of HRM practices for organizational success and employees' performance and well-being.

Referencia: Villajos, E., Tordera, N., Peiró, J.M., & Van Veldhoven, M. (2019). Refinement and validation of a comprehensive scale for measuring HR practices aimed at performance-enhancement and employee support. *European Management Journal*, 37 (3), 387-397.

¡Enhorabuena a los autores! Para acceder al artículo, pincha [aquí](#).

10. **Eventos:** Reunión del Proyecto EVENT en Hanoi

Los profesores Vicente González Romá y José María Peiró han participado el pasado 10 y 11 de junio en una reunión del proyecto EVENT en Hanoi, Vietnam.



Este proyecto está desarrollando un estudio sobre la inserción laboral de graduados de 5 Universidades de Vietnam. También persigue establecer los servicios de carrera en las Universidades participantes de Vietnam.

Para más información sobre el proyecto, visita la página del proyecto [aquí](#).

Colaboradores de este número (por orden alfabético):

Rewina Bedemariam

Salvador Carbonell

Alejandro Delgado

Vicente González Romá

José María Peiró

Esther Villajos

Editora:

Pia Helen Kampf