

The logo for IDOCAL features the word "idocal" in a dark brown, lowercase sans-serif font. The letter "o" is replaced by a stylized orange circle with a smaller orange circle inside it, positioned above and below the main "o". The logo is centered within a white square that has a thin orange border, which is itself set against a larger orange rectangular 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 centered.

- 1. IDOCAL: Se incorpora Sedigheh Jalili Abnargesi**
- 2. Publicaciones: Nueva publicación de IDOCAL**
- 3. Seminar: “Self Determination Theory” by Anja Van den Broeck**
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- 5. Participación de Esther Villajos y David Montesa en la 11th Biennial International conference of the Dutch HRM Network**

1. IDOCAL: Se incorpora Sedigheh Jalili Abnargesi



My name is Sedigheh Jalili Abnargesi, I come from Iran and I am one of the new doctoral students at IDOCAL. My native language is Persian and I have an intermediate level of English. I am interested in a broad range of topics within psychology of human resources, industrial organizational psychology and work life. In particular I'm absorbed by all subjects about Human resources such as performance assessment, competencies, organizational structure, employment, promotion etc.

2. Publicaciones: Nueva publicación de IDOCAL

Enhorabuena a los miembros de IDOCAL por la nueva publicación ;



[Martínez-Tur, V.](#), [Molina, A.](#), [Moliner, C.](#), [Gracia, E.](#), [Andreu, L.](#), [Bigne, E.](#) and [Luque, O.](#) (2019), "Reciprocity of trust between managers and team members", *Personnel Review*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/PR-08-2018-0319>

Abstract

The purpose of this paper is to propose that the manager's perception of the service quality delivered by his/her team acts as a precursor of his/her trust in team members. In turn, the manager's trust in team members is related to team members' trust in the manager. Furthermore, engagement and burnout at the individual level are considered outcomes of trust reciprocity.

The authors test this trust-mediated multilevel model with a sample of 95 managers and 754 team members working in services for people with intellectual disability. These services are delivered by team-based structures of workers who perform coordinated tasks.

The findings suggest that service quality delivered by team members is positively and significantly related to the manager's trust in them. The results also suggest that the manager's trust in team members leads to the trust that managers received by team members. Finally, team members who trust their managers show less burnout and high engagement.

Previous literature has neglected the reciprocity of trust. In contrast, this research study considered the perspective of both managers and team members and how this reciprocity of trust is related to service quality and well-being at work.

The current study highlights the critical role of service quality and achieving high-quality relationships between managers and team members.

Performance and well-being are compatible because team members' efforts are compensated by forming relationships with managers based on trust, and the quality of these relationships, in turn, prevents burnout and stimulates engagement among employees.

3. Seminar: “Self Determination Theory” by Anja Van den Broeck



(Associate professor at the Faculty of Economics and Business at the KU Leuven)

Date and location: 29th November 9:30 – 13:30 at M400, (IDOCAL). North building, 4th floor. Facultad de Psicología.

This seminar centers around Self-determination theory (SDT). This theory is a general motivation theory which assumes that people have the inherent potential to grow (Deci & Ryan, 2000). For this growth tendency to materialize, people need to feel satisfied in their basic psychological needs for autonomy (i.e., volitional functioning), competence (i.e., being effective) and relatedness (i.e., having meaningful relations). If the needs are satisfied, people likely develop high quality motivation, that is, they become autonomously motivated and enjoy or see importance in the activities they engage in. This stands in sharp contrast to controlled motivation, where people feel forced by others or themselves to engage in particular activities. Research using SDT to understand employee motivation is growing, but suffers from conceptual and methodological shortcomings. We consider these issues based on recent meta-analyses (e.g., Van den Broeck, Howard, Van Vaerenbergh, Leroy & Gagné, in prep; Van den Broeck, Ferris, Chang & Rosen, 2016) take stock of the current body of knowledge and point at fruitful evolutions in the study of work motivating from the perspective of SDT.



El presente seminario se realiza bajo la visita de la profesora Van den Broeck al Instituto IDOCAL en el marco del Programa Prometeo de la Generalitat Valenciana, de Ayudas para grupos de Investigación de excelencia (2016) num [PROMETEO/2016/138](#)

4. Seminar: “ Motivational dynamics: Organizational Behaviour, Human Resource management and Conservation of resources” by Jean Pierre - Neveu



(Professor at the Business School of the Université de Pau & des Pays de l'Adour (UPPA), in Bayonne, France)

Date and location: December 12 and 13, 10:00 – 12:00 at room M400 (IDOCAL). North building, 4th floor. Facultad de Psicología.

Over the past 30 years, conservation of resources (COR) theory has become one of the most widely cited theories in organizational psychology and organizational behavior. COR theory has been adopted across the many areas of the stress spectrum, from burnout to traumatic stress. Further attesting to the theory's centrality, COR theory is largely the basis for the more work-specific leading theory of organizational stress, namely the job demands-resources model. One of the major advantages of COR theory is its ability to make a wide range of specific hypotheses that are much broader than those offered by theories that focus on a single central resource, such as control, or that speak about resources in general. This seminar centers on the principles and corollaries of COR theory that inform those more specific hypotheses and research in organizational behavior that has relied on the theory.

As preparatory reading the following article is recommended

Hobfoll, S. E., Halbesleben, J., Neveu, J. P., & Westman, M. (2018). Conservation of resources in the organizational context: The reality of resources and their consequences. *Annual Review of Organizational Psychology and Organizational Behavior*, 5, 103-128. <https://www.annualreviews.org/doi/abs/10.1146/annurev-orgpsych-032117-104640>



El presente seminario se realiza bajo la visita profesor Neveu al Instituto IDOCAL en el marco del Programa Prometeo de la Generalitat Valenciana, de Ayudas para grupos de Investigación de excelencia (2016) num **PROMETEO/2016/138**

5. Participación de Esther Villajos y David Montesa en la 11th Biennial International conference of the Dutch HRM Network



Los pasados días 14 y 15 de noviembre, Esther Villajos y David Montesa asistieron al 11th Biennial International Conference of the Dutch HRM Network, que se celebró en la ciudad de Tilburg (Holanda).

Allí Esther presentó una comunicación titulada: "The impact of HR practices on workers well-being: A study across five countries and two data waves" que ha elaborado junto con José M. Peiró, Núria Tordera, Amalia Pérez-Nebra, Emanuela Ingusci, María Vera-Pere, el cual despertó mucho interés.

Enhorabuena!

Colaboradores de este número (por orden alfabético):

Esther Villajos

Isabel Rodríguez

Sedigheh Jalili Abnargesi

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