

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 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 rectangle with a blue-to-orange gradient background.

idocal

**NOVEDADES
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A horizontal decorative bar at the bottom of the page, consisting of a blue-to-orange gradient bar with a thin orange border.

1. **Universidad de Valencia: Proyecto de Innovacion Docente**
2. **Publication: Human Resource Practices, Eudaimonic Well-Being, and Creative Performance: The Mediating Role of Idiosyncratic Deals for Sustainable Human Resource Management**
3. **Congress: 34th EFPSA Congress: “2020 Vision Looking to the future through the lens of the past”**
4. **Communication: Marija Davcheva, representative in the Board of Scientific Affairs in EFPA**
5. **Calendar: Upcoming events**

1. Universidad de Valencia: Proyecto de Innovación Docente

Enhorabuena por el nuevo proyecto!



El Vicerrectorado de Ocupación y Programas formativos de la Universidad de Valencia ha aprobado el proyecto de Innovación Docente sobre "Itinerarios formativos y enriquecimiento curricular: una propuesta didáctica para la formación en competencias" del que coordinadora es Pilar González y en que también participa la profesora Rosario Zurriaga.

2. Publication: Human Resource Practices, Eudaimonic Well-Being, and Creative Performance: The Mediating Role of Idiosyncratic Deals for Sustainable Human Resource Management

Enhorabuena a nuestros miembros de IDOCAL!



Esther Villajos, Núria Tordera y José M. Peiró han publicado el siguiente artículo: Human Resource Practices, Eudaimonic Well-Being, and Creative Performance: The Mediating Role of Idiosyncratic Deals for Sustainable Human Resource Management, en la revista [Sustainability](#).

Abstract: Traditional Human Resource Management (HRM) focusing on maintaining the status quo is no longer in the spotlight. Sustainable HRM has become the new approach, emphasizing the need to attend to organizational results directed toward reaching different goals and integrating the needs of diverse stakeholders. Moreover, in response to the challenges that organizations face in volatile, uncertain, complex, and ambiguous (VUCA) environments, Human Resource (HR) practices can contribute to the development of idiosyncratic deals (negotiation of individual HR practices) that might facilitate employees' creativity and eudaimonic well-being in the long term and, thus, the sustainability of these organizations. Thus, the aim of this study is to test the mediating role of idiosyncratic deals (i-deals) in the unfolding relationship between HR practices, eudaimonic well-being and creative performance. Using a longitudinal database (three waves), the hypotheses are tested using structural equations modeling. The results support the idea that HR practices function as an antecedent for i-deals. More specifically, i-deals fully mediate the relationship between HR practices and eudaimonic well-being. In turn, i-deals and eudaimonic well-being fully mediate the relationship between HR practices and creative performance, which suggests that, through i-deals, HR practices become more beneficial for both employees and employers. In conclusion, these results are important for sustainable HR development, because HR practices enhance i-deals, which increase well-being, enhancing performance in the long term.

3. Congress: 34th EFPSA Congress: “2020 Vision Looking to the future through the lens of the past”

EFPSA (The European Federation of psychology students’ associations) is pleased to announce the application for the 34th EFPSA Congress Ireland 2020 is now open!



The annual EFPSA Congress is a week-long event which gathers 450 psychology students, academics and researchers from across Europe. This will be the biggest EFPSA Congress in its long history! The Congress is composed of a diverse scientific programme exploring a specific theme every year with contributions from students, researchers and experienced academics, and a social programme which provides participants with the opportunity for cultural and social exchange. Thus, the EFPSA Congress is a unique opportunity for psychology students to broaden their scientific and personal horizons.

Additionally, the Congress is a very important event for the Federation as this event marks the start of the new mandate for the Member Representatives and Executive Board. The Executive Board and Board of Management are elected at the EFPSA Congress, after which they immediately assume their duties and begin to develop their projects during their week at the Congress. Each year, the host country of the EFPSA Congress changes. There have been 33 Congresses to date, which have been organised in 24 different countries. Please note that many students are interested in the EFPSA Congress and that there is no first come-first-serve policy. Writing a clear, complete and convincing application will help improve the chances that your application will be chosen.

Details:

- **Dates:** 9th to the 16th of April 2020
- **Location:** Castlebar (Co. Mayo), Ireland
- Venue: Breaffy House Hotel ****
- Theme: “2020 Vision: Looking to the future through the lens of the past.”

Application:

Apply directly by following the link to the [application form here](#). For more information, visit our [EFPSA Congress Ireland 2020 website](#).

The deadline to apply is the **12th January 2020 at 23:59 CET**.

4. Communication: Marija Davcheva, representative in the Board of Scientific Affairs in EFPA



Marija Davcheva was chosen to be the new EFPSA representative in the Board of Scientific Affairs in EFPA (European Federation of Psychology Associations) for the 2019-2021 mandate. Among the key activities of this board are the criteria used for the evaluation of the European Congress of Psychology, proposed standards for research ethics evaluation

procedures, and proposed minimum standards for the doctorate degree in psychology in Europe. The board is also discussing proposals for applying the Open Science standards in psychology and addressing the replicability issues.

5. Calendar: Upcoming Events



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

 12th and 13th December 10:00-12:00

 M400, (IDOCAL). North building, 4th floor. Facultat de Psicologia.

Colaboradores de este número (por orden alfabético):

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