

The logo for IDOCAL features the word "idocal" in a lowercase, sans-serif font. The letter "i" is dark brown, while the "o" is a golden-brown color. The "o" is stylized with a larger top loop and a smaller bottom loop. The "c" is dark brown, and the "al" are also dark brown. The logo is centered within a white square, which is itself centered within a larger orange square.

idocal

**NOVEDADES
IDOCAL
2020**

**02 - 09 de noviembre
Vol. 6, número 38**

1. **Event: Illustrations of the Youth Employment Challenge: A Digital Exhibition**
2. **Open call: EAWOP In Practice Youth Employment Special Issue**
3. **Publication: The influence of age-based faultlines on team performance: Examining mediational paths**
4. **Event: Thesis Defense Michelle Renecke**

1. Event: Illustrations of the Youth Employment Challenge: A Digital Exhibition

An online exhibition of illustrations of the youth (un)employment challenge organised as part of the ESRC Festival of Social Science by Dr Belgin Okay-Somerville (University of Glasgow), Prof Rosalind Searle (University of Glasgow) and Prof Dora Scholarios (University of Strathclyde) will take place **Nov 9, 2020, 10:00 AM - Nov 13, 2020, 7:00 PM.**

During the event, illustrations that were produced as a result of a week-long online small group meeting on Young People's Work, Employment and Careers (funded by ESRC Impact Acceleration Account and European Association of Work and Organisational Psychology) will be displayed. During that meeting, Dr Okay-Somerville and the organising team worked with Carlo Tramontano, an illustrating psychologist, who produced the illustrations displayed in this exhibition.

As part of the ESRC Festival of Social Science, our aim is twofold:

- Using art, to disseminate the international research on young people's work, employment and careers
- Using art, to provide a bridge between different stakeholders and experts involved in the youth employment challenge with opportunities to network and cross-fertilise ideas for improving the youth employment system.

We invite you to:

- Sign up to the online LinkedIn event
- Share your thoughts in comments under illustrations.
- Contribute to the daily discussions via chat.

[More information](#)



2. Open call: EAWOP In Practice Youth Employment Special Issue

We are pleased to announce that Dr Angela Carter, Editor of EAWOP Practitioners Journal In Practice, has agreed to host a special issue showcasing the research that was discussed during our EAWOP small group meeting.

In Practice is an open access journal accessible for both practitioners and academics and focuses on the application of Work and Organizational Psychology in Europe. The aim of this **In Practice Special Issue** is to provide a **platform for practitioners and researchers to showcase the latest practice, research and trends in young people's work, employment and careers.**

We are happy to receive initial material in the form of a paper (see the guide for authors <http://www.eawop.org/style-guide>), or a plan of an intended paper (by Friday 4th December 2020). A plan allows the editorial team to interact with the authors at an early stage and encourage focus on the application of material.

Although the timescales are short, the editorial team works actively with the authors through several rounds of improvements on each paper. It is a labour intensive yet positive and collegial process. Especially for PhD students and early career researchers, this is a great opportunity to get an early publication. Depending on demand, there is also room for a second youth employment special issue at a later date.

Important dates:

Friday 4th December 2020

an outline of paper that describes the purpose of the paper, contributions and application (no word limits)

Friday 11th December 2020

decisions communicated to contributors

Friday 15th January 2021

submission deadline of first draft

Feb - March 2021

editors working with contributors for preparing the manuscript for publication

April 2021

production

May 2021

publication

For more information, please visit In Practice website: <http://eawop.org/ejour-editor-s-statement> and/or email belgin.okay-somerville@glasgow.ac.uk mail to:belgin.okay-somerville@glasgow.ac.uk>.

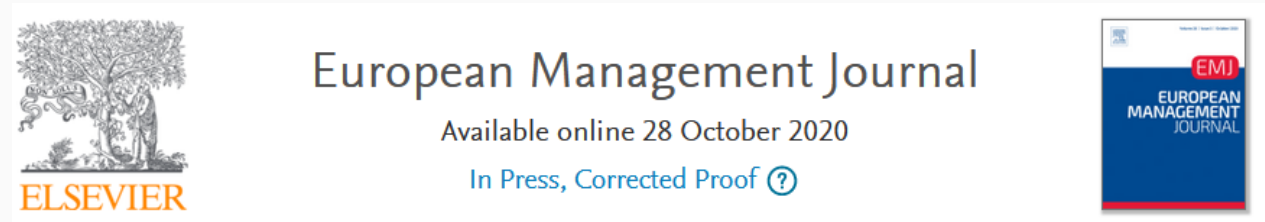
Please send paper outlines to belgin.okay-somerville@glasgow.ac.uk mail to:belgin.okay-somerville@glasgow.ac.uk by Friday 4th December 2020.



.E PRACTICE
THE EAWOP PRACTITIONERS E-JOURNAL

3. Publication: The influence of age-based faultlines on team performance: Examining mediational paths

Congratulations to our IDOCAL members for their new publication in the Journal *European Management Journal*.



Valls, V., Tomas, I., González-Romá, V., & Rico, R. (2020). The influence of age-based faultlines on team performance: Examining mediational paths. *European Management Journal*. <https://doi.org/10.1016/j.emj.2020.10.008>

Abstract

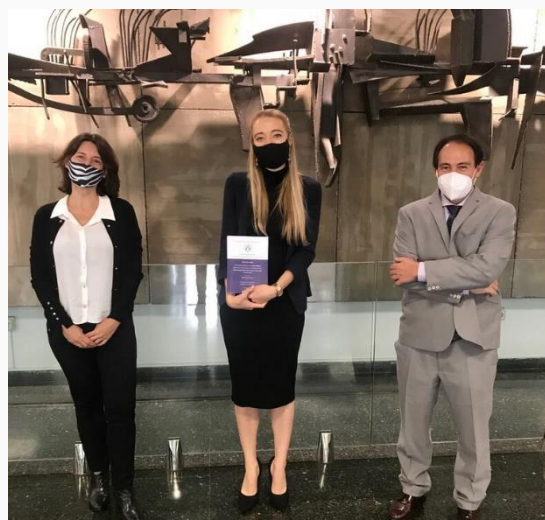
In a sample of 60 branches of a bank, we examine the influence of age-based faultlines on team performance. Specifically, we propose a model with four mediational paths in the age-based faultline-team performance link. Using a time-lagged design with three data-collection points, we found that task conflict, team reflexivity, and negative team mood mediated the negative relationship between age-based faultline strength and team performance. The results reveal the value of examining different mediational paths to explain the negative impact of teams' demographic faultlines on team performance, and the need to integrate both task-related and affective aspects of team work in order to improve our understanding about how the influence of team faultlines develops. Furthermore, our findings offer managers practical guidance for reducing faultline effects on team performance.

Keywords: Demographic faultlines, Age-based faultlines, Relationship conflict, Task conflict, Team reflexivity, Negative team mood

4. Event: Thesis Defense Michelle Reneclé

On 3rd November our doctoral student Michelle Reneclé defended her thesis on the topic of Organising Mindfully in high risk environments, supervised by professors Francisco Garcia and Ines Tomas. We had the opportunity to follow the event online via a Blackboard live stream.

Congratulations Michelle!!!



Colaboradores de este número:

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