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## 1. XI Scientific Conference of Research in Human Resources Psychology

The University of Valencia, the University of Seville and the Research Institute Personnel Psychology, Organizational Development and Quality of Work Life (IDOCAL), organize the XI Scientific Conference of Research in Human Resources Psychology in Valencia.

The University of Valencia, the University of Seville and IDOCAL organize the XI Scientific Conference of Research in Psychology of Human Resources. The Erasmus Mundus Master's in Work, Organizational and Personnel Psychology (WOP-P) also collaborates in the event. The conference will be held on **6th and 7th, September, 2021** at the Faculty of Psychology at the University of Valencia. It will be organized in hybrid mode (face-to-face and virtual). In this conference, PhD students from the universities of Seville and Valencia who are enrolled in the PhD program Psychology of Human Resources will present their research. In addition, there will be conferences and seminars of renowned international professors and researchers.

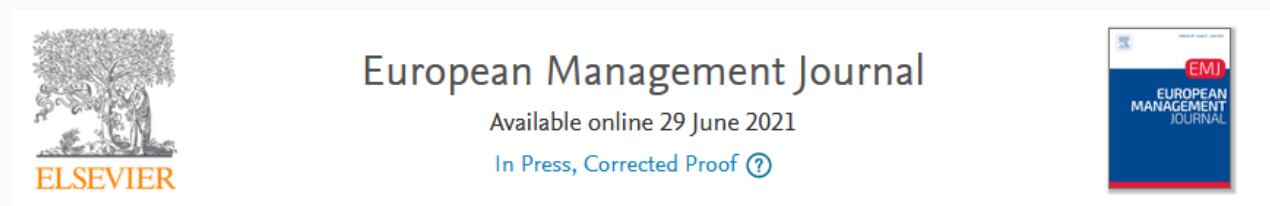
In order to bring research in Psychology of Human Resources closer to all interested people, it will be possible to attend free of charge in virtual mode (admission conditioned to the maximum capability of 70 participants). In the upcoming days, more information about the event registration and program will be published.



## 2. Publications: TOP WOMAN: Identifying barriers to women's access to management

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

Ramos, A., Latorre, F., Tomás, I. & Ramos, J. (in - press). TOP WOMAN: Identifying barriers to women's access to management. *European Management Journal*. <https://doi.org/10.1016/j.emj.2021.06.005>



### Abstract

Despite some recent advances, women face more difficulties in accessing management positions. Previous research analyzed several types of barriers contributing to the maintenance of the glass ceiling, including factors such as gender stereotypes, difficulties in work–family balance, human resource policies, difficulties in accessing networks, organizational culture, and higher demands for women to demonstrate their value. The perception of the gender barriers can be different or may have a different value depending on the characteristics of specific organizations, teams, jobs, and employees. In this study, we develop the scale “TOP WOMAN” (Testing the Obstacles to Promotion of Women to Management) to measure barriers to women's promotion. The TOP WOMAN scale was carried out in a large sample from the financial sector in Spain ( $n = 1304$  workers). The scale, composed of 33 items, identified seven dimensions: differential performance appraisal, gender stereotypes, work–family balance, motivational barriers, unfair human resource practices, organizational culture barriers, and barriers to accessing influential networks. The TOP WOMAN scale offers a practical tool to human resource managers to analyze the situation of gender discrimination and to implement best practices in their own organization.

**Keywords** Gender inequality, Glass ceiling, Gender barriers, Barriers to women's access to management

### 3. Event: XXXVIII Inter- American Congress of Psychology

This year and for the first time XXXVIII Inter- American Congress of Psychology will happen in virtual mode. This year, in turn, is a very special one because we are celebrating 70 years of the founding of the IAPA. The Congress will give us the opportunity to highlight what we have contributed and what we will continue to contribute in world Psychology. The focus is to continue positioning psychology with its triumphs and advances and to continue with all the projects that we have to advance in the second decade of the 21st century

Our members will be presenting their research work at the XXXVIII Inter - American Congress of Psychology that will take place from 26 to 28 July 2021.

Professor Dr. José María Peiró

Emeritus Professor University of Valencia, Spain

*Contributions and challenges of psychology to contribute to the objectives of promoting decent work of the 2030 agenda*

Transformational Leadership and Sick Leave: A Randomized Controlled Trial  
Tobias Hauth, José M. Peiró, Juan M. Mesa

The ECO VI scale: An organizational climate scale validation and refinement study in Colombia  
Guido Martinolli (IDOCAL - Universitat de Valencia); Alejandro Sanín Posada (CINCEL SAS); Isabel Rodríguez (IDOCAL - Universitat de Valencia); Núria Tordera (IDOCAL - Universitat de Valencia)

The ECO VI scale: An invariance study in four Latin-American countries  
Guido Martinolli (IDOCAL - Universitat de Valencia); Alejandro Sanín Posada (CINCEL SAS); Inés Tomas (IDOCAL - Universitat de Valencia); Isabel Rodríguez (IDOCAL - Universitat de Valencia); Núria Tordera (IDOCAL - Universitat de Valencia)

More information about the congress <http://38cip.sipsych.org>

**XXXVIII Inter-  
American  
Congress of  
Psychology**

*July 26-28, 2021*

*Virtual Mode*



#### 4. Evento: El CONGRESO NACIONAL CEP-PIE 2021

El CONGRESO NACIONAL CEP-PIE 2021 La psicología que hay en ti: el contra ataque tuvo lugar entre 21 y 24 de julio.

**Profesor José M. Peiró** participo con su presentación sobre

**El ejercicio profesional de la Psicología de los Recursos Humanos y perspectivas de futuro.**



## 5. Marija Davcheva elected as an Associate Editor of The Journal of European Psychology Students (JEPS)

Marija Davcheva has been elected as a new Associate Editor of **The Journal of European Psychology Students (JEPS)**.

The Journal of European Psychology Students (JEPS) is an open-access, double-blind, peer-reviewed journal for psychology students worldwide. JEPS is run by highly motivated European psychology students and has been publishing since 2009. By ensuring that authors are always provided with extensive feedback, JEPS gives psychology students the chance to gain experience in publishing and

to improve their scientific skills. Furthermore, JEPS provides students with the opportunity to share their research and to take a first step toward a scientific career.

### Associate Editor Marija Davcheva



PhD student in psychology of human resources. Interested in organisational psychology, leadership, teamwork, team processes and team states, performance, job quality, human resources management practices, communication, health and well-being at work.

JEPS Editorial  
Team 2021-2022



[More information about the journal](#)

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