

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 top "o" is positioned above the "d", and the bottom "o" is positioned below the "c". The logo is centered within a white square, which is itself centered within a larger orange square.

idocal

**NOVEDADES
IDOCAL
2021**

**26 de octubre - 5 de noviembre
Vol. 7, número 31**

- 1. Webinar: Making Chocolate Teapots: Striving for 'Good' Youth Work Policy Briefs Launch**
- 2. Evento: XXI Congreso Fundación San Prudencio de Seguridad y Salud Laboral**
- 3. Publication: Exploring the dynamics of protean career orientation, career management behaviors, and subjective career success: An action regulation theory approach**
- 4. IDOCAL: Un equipo de investigación del Idocal investigará la influencia de la robotización**

1. Webinar: Making Chocolate Teapots: Striving for 'Good' Youth Work Policy Briefs Launch



EAWOP impact incubator

Informing and engaging senior policy makers across Europe

Professor **Jose Ramos** will participate at the following webinar taking place on 26 November and will give a talk on the Policy brief: **'Good' Youth Work. "What is overqualification and why does it matter?"**

The event is an output of the ESRC/EAWOP Small Group Meeting (June 2020) we organised on Young People's Work, Employment and Careers (see https://www.gla.ac.uk/schools/business/events/archive/2020/headline_768137_en.html for more information).

The webinar launches the policy briefs based on participants' research findings relevant for striving for good youth work. Presentations are thematically organised followed by opportunities for Q&A from the audience:

- What is good youth work and why is it important (including the impact of COVID on good youth work)
- Inclusive youth employment
- Career skills
- Recommendations for good youth work

Considering the disproportionately negative impact of the COVID-19 pandemic on youth employment opportunities and the heightened importance of career guidance for securing work in such uncertain labour market conditions, the event is timely in contributing to the evidence-base on COVID-19 sustainable recovery.

The webinar hosts two prominent discussants: **Prof Anneleen Forrier** (KU Leuven) and **Dr Anthony Mann** (OECD, Senior Policy Analyst) who will discuss the implications of these policy briefs for improving youth employment systems and striving for good youth work.

Youth employment presents multi-faceted challenges, involving multiple stakeholders. Hence opportunities for key stakeholders getting together are very important, in the way of achieving common understanding on what the problems are and generating solutions. This webinar, along with the publication of policy briefs, aims to contribute towards this aim.

For More information on the registration and agenda click [here](#)

2. Evento: XXI Congreso Fundación San Prudencio de Seguridad y Salud Laboral



DÍA 10: Palacio de Congresos Europa
Vitoria-Gasteiz



10 de noviembre de 2021



Recepción Asistentes en el Palacio de
Congresos Europa: 8:30h
Congreso de 8:55h a 14:30h
Taller 16:30 en La Fundación (Dato 43)

Profesor **José María Peiró Silla** es uno de los ponentes en el evento y participará el día 10 de noviembre de 10:00 a 10:45 sobre Preservación de la salud mental de los trabajadores: Retos para la empresa en el contexto actual.

Más información sobre la inscripción y el programa [aquí](#)

3. Publication: Exploring the dynamics of protean career orientation, career management behaviors, and subjective career success: An action regulation theory approach



Congratulations on the latest publication in Journal of Vocational Behaviour!

Haengglia, M., Hirschi, A., Rudolph, C., & Peiró, J. M. (2021). Exploring the dynamics of protean career orientation, career management behaviors, and subjective career success: An action regulation theory approach. *Journal of Vocational Behaviour*, 131, 103650.

<https://doi.org/10.1016/j.jvb.2021.103650>

Abstract

Due to increased dynamics in the world of work and the resulting responsibility of individuals to shape their careers more independently, there is an increased need to focus on the individual as an active agent in the development of a successful career. Drawing on action regulation theory, this four-wave longitudinal study investigates the dynamic relations between protean career orientation, engagement in career self-management behaviors, and subjective career success over time. Based on a sample of $N = 574$ German employees, we tested a random intercept cross-lagged panel model (RI-CLPM) to focus on within-person dynamics across four time-points while accounting for stable between-person differences. We found partial support for assumed dynamics in these variables, in that increases in protean career orientation predicted subsequent increases in career self-management behaviors. Moreover, increased protean career orientation and subjective career success (but not career self-management behaviors) predicted further increases in the same respective states. However, increases in career behaviors did not predict increases in subjective career success and increases in subjective career success did not predict increases in protean career orientation or career self-management behaviors. We discuss the findings in light of adopting a dynamic within-person approach to understand key career development constructs.

Keywords

Protean career orientation, Career self-management, Subjective career success, Action regulation theory, Random intercept cross-lagged panel model (RI-CLPM)

4. IDOCAL: Un equipo de investigación del Idocal investigará la influencia de la robotización

;;;Enhorabuena IDOCAL!!!

Un proyecto de investigación desarrollado por profesores del Idocal ha sido seleccionado por la Conselleria de Innovación, Universidades, Ciencia y Sociedad Digital, dentro de la convocatoria del programa Prometeo para grupos de investigación de excelencia. El título del proyecto es “*La influencia de la robotización sobre las características de los puestos de trabajo y los resultados del trabajo*”, y sus Investigadores Principales son los profesores **Vicente González Romá y José M^a Peiró Silla**. Los miembros del Idocal que integran el grupo de investigación son: **Ana Zornoza, Isabel Rodríguez, José Ramos, Nuria Tordera, Vicente Martínez Tur, Virginia Orengo, Ana Hernández, Inés Tomás, y Carolina Moliner**.

El objetivo general del proyecto de investigación es determinar la influencia que tiene la implementación de robots en las organizaciones laborales sobre la percepción de las características de los puestos, el significado del trabajo, y sus resultados (satisfacción laboral, bienestar, desempeño y absentismo). Asimismo, estudiará en qué medida el impacto de la robotización depende de factores organizacionales (estrategia de implementación) y factores individuales (género, edad, educación, trabajo, experiencia previa con robots y actitud hacia los robots).



Colaboradores de este número:

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