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NEWSLETTER

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Marija Davcheva elected Employment Conditions Working Group Coordinator in EURODOC

Marija Davcheva is the Spanish Representative in Eurodoc and recently has been elected The Employment Conditions Working Group Coordinator. Eurodoc is the European Council of Doctoral Candidates and Junior Researchers. It is an international federation of 29 national organisations of PhD candidates, and more generally of young researchers from 26 countries of the European Union and the Council of Europe. Her role is to coordinate the working group on Employment and Welfare, which is devoted to the issue of working conditions and legal status of Early career researchers ECRs as professional workers. She will be leading the working group that will focus on various projects among them EURODOC's policy recommendations for improving the employment conditions of PhDs and Early Career Researchers across Europe



Congratulations Marija!

Publication: Proportion of women in work teams and team performance: a moderated mediation model

Congratulations to Marija Davcheva and Vicente González-Romá for their new publication in Current Psychology.

Current Psychology
<https://doi.org/10.1007/s12144-022-03534-9>



Proportion of women in work teams and team performance: a moderated mediation model

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Abstract

Women's representation in the workforce is increasing. However, we still do not know how, why, and when the proportion of females in work teams is related to team performance. Based on Social Role Theory and Congruence Theory, the purpose of the study was to ascertain whether the relationship between the proportion of women in work teams and team performance is mediated by team social cohesion, and whether this indirect effect is moderated by the frequency of leader-team member social interactions. Regarding methodological aspects, the study sample was composed of 178 work teams from three banks. We implemented a time-lagged design and collected data from two distinct sources (team members and team leaders) at three different time points. Our findings indicate that the proportion of women in teams was positively related to team performance via team social cohesion. This indirect effect was moderated by the frequency of leader-team member social interactions, so that it was positive and statistically significant only in teams with medium and high frequency of these interactions. This study reveals that team social cohesion is a mechanism through which the proportion of women in work teams can facilitate team performance, especially when team leaders frequently interact with their team members. The theoretical and practical implications of our findings were discussed.

Keywords Women in work teams · Team social cohesion · Team performance · Leader-team member interactions · Social role theory · Congruence theory

You can read it [here](#)

Publication: A conceptual model of mindful organizing for effective safety and crisis management. The role of organizational culture

Congratulations to Mario Martínez-Córcoles for their new publication in Current Psychology.

Current Psychology
<https://doi.org/10.1007/s12144-022-03702-x>



A conceptual model of mindful organizing for effective safety and crisis management. The role of organizational culture

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Abstract

The Covid-19 pandemic has involved nations world-wide in the necessity to manage and control the spread of infection, and challenged organizations to effectively counteract an uncharted medical crisis while preserving the safety of workers. While the pandemic and geopolitical turmoil caused by the war in Ukraine are recent examples of complex environments that require effective safety and crisis management, organizations may generally need to find ways to deal with the unexpected and reliably perform in the face of fluctuations. Mindful organizing (MO) is defined as the collective capability to detect discriminatory details about emerging issues and act swiftly in response to these details, thus allowing members to anticipate, and recover from, any errors or unexpected events that arise. Organizational culture refers to the mindset shared among members which orients their actions and thus qualifies as a relevant contextual factor that determines whether the specific forms of perceiving and acting entailed by MO may emerge in an organization. The present paper aimed to propose a conceptual model linking organizational culture, MO and organizational outcomes (i.e., safety, reliability, crisis management), and delineate arguments to address the match/mismatch between MO and culture types. Specifically, it is proposed that organizational culture determines the way an organization develops MO and the subsequent ability to handle unexpected events which might jeopardize organizational effectiveness and safety. Our contribution bridges the still disparate fields of MO and organizational culture, and provides scholars and practitioners with a complexity- and uncertainty-sensitive integrative framework in order to intervene on organizational outcomes.

Keywords Mindful Organizing · Organizational culture · Risk management · Crisis management · Attraction-selection-attrition · Safety

You can read it [here](#)

Seminario: TRENDS, INSIGHTS AND CHALLENGES IN SOCIAL PSYCHOLOGY

“Los próximos 29 y 30 de septiembre, la revista Spanish Journal of Psychology, coeditada por la Facultad de Psicología de la UCM y el Colegio Oficial de la Psicología de Madrid, organiza el 9th Edition SPJ Advanced International Seminar denominado “Trends, insights and challenges in Social Psychology”.

Este seminario, que se celebrará en la Facultad de Psicología de la Universidad Complutense de Madrid (Salón de Actos José Germain), ahondará en los retos y desafíos actuales de la Psicología de la Intervención Social.

Asimismo, contará con prestigiosos profesionales del ámbito de la Psicología, tanto a nivel nacional como internacional, y se impartirá en inglés.

Las personas interesadas deben registrarse enviando un mensaje de correo electrónico a decanato@psi.ucm.es From Colegio Oficial de Psicólogos de Madrid.



[Programa completo](#)



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