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NEWSLETTER

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Congratulations to Guido Martinolli, Alejandro Sanín Posada, Simone Belli, Inés Tomas, and Núria Tordera for their new publication in Journal of Work and Organizational Psychology.

Teleworking Components and Scientific Productivity in Spanish ERC-Granted Teams: The Mediating Role of Climate and Well-Being

[Los componentes del teletrabajo y la productividad científica en los equipos españoles financiados por el ERC: el papel mediador del clima y el bienestar]

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Abstract

The practice of teleworking is being consistently and unprecedently used across multiple work sectors, including the research one, yet the direct and mediated links of specific telework designs with productivity are unclear, and analyses at multiple levels missing. Accordingly, this study aims at exploring the mediating role of the climate for well-being and well-being outcomes in the relationship between multiple components of teleworking and scientific productivity, both at the individual and team level. Data were collected from 358 members of 48 Spanish European Research Council (ERC)-granted teams. Analyses were conducted both at the individual and team level, after checking for the relevant aggregation indexes. Telework components of quantity, frequency, flexibility, and voluntariness were found to have direct and mediated significant relationships with scientific productivity, confirming the need to investigate telework with a closer focus on how it is designed and implemented in the different teams. Specifically, climate for well-being, eudaimonic well-being, and negative emotions were found to play a relevant role in mediating the relationship between some telework components (i.e., telework flexibility and voluntariness) and scientific productivity. Also, telework quantity and frequency were found to have, respectively, positive and negative relationship with scientific productivity. Practical and theoretical implications are further discussed in the article.

You can read it [here](https://doi.org/10.5093/jwop2023a14)

Publication: The ECO VI Organizational Climate Scale: An Invariance Study in Four Latin American Countries

Congratulations to Guido Martinolli, Alejandro Sanín Posada, and Núria Tordera for their new publication in International Journal of Psychological Research.

The ECO VI Organizational Climate Scale: An Invariance Study in Four Latin American Countries

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Affiliations + expand

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Abstract in English, Spanish

Introduction: Cross-cultural research is fundamental for the development and validation of work and organizational theories and to guide evidence-based practices around the globe. Although organizational climate is one of the most investigated higher-level constructs in organizational psychology, there is a lack of research analysing the invariance of measurements across national cultures in Latin America. This prevents scientists and practitioners from having a deeper understanding of this variable across the different countries and cultures composing this continent.

Objectives: This study aims at examining the measurement invariance of the *Encuesta de Clima Organizacional* scale in its VI version (ECO VI) in Colombia, Costa Rica, Panama, and Dominican Republic.

Method: Data were gathered from 38 companies operating in the manufacturing sector based in the four abovementioned countries and the sample sizes were as follows: Colombia was represented by 1007 employees, Costa Rica by 1090 employees, Panama by 372 employees, and Dominican Republic by 213. Measurement invariance was examined by testing the configural, metric, scalar, and structural models of invariance.

Results: The results supported with empirical evidence that the ECO VI scale is characterized by measurement invariance. More precisely, 6 of its 8 dimensions are unbiasedly interpreted and can be considered for making meaningful comparisons across the considered national cultures, while the outputs deriving from the dimensions of "resources availability" and "interpersonal relationships" should be treated with more caution. Indeed, for such dimensions support for only configural and metric invariance was found.

Conclusions: The main contribution of the present study was to provide evidence about the measurement invariance of the ECO VI scale. Thus, providing the community of scientists and practitioners operating in different Latin American countries with a molar organizational climate scale that can be used for conducting cross-cultural research. Hence, it is now possible to have a deeper understanding of how theories and practices involving the organizational climate for well-being can be better applied across the countries and cultures composing this continent.

Keywords: Cross-Cultural Research; Latin America; Measurement Invariance; Organizational Climate for Well-Being.

You can read it [here](#)

Elevan el impacto de los RRHH que atienden tanto las prácticas de gestión como la organización y el entorno empresarial



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Recursos Humanos

“Una propuesta configuracional para conectar futuros escenarios del trabajo con modelos de recursos humanos y tendencias en investigación organizacional. Este es el título del trabajo de investigación con el que **Fernando J. Pons Verdú, María Amparo Ramos López y José Ramos López** han obtenido un **Premio Accésit** en

la categoría de **Recursos Humanos** en el **Premio Estudios Financieros 2023**. Preguntamos a sus autores por los detalles del trabajo.

¿En qué consiste la investigación y cuál ha sido la conclusión?

El trabajo ha consistido en la revisión de los modelos de gestión de Recursos Humanos más frecuentes, las tendencias actuales en investigación organizacional y los escenarios a los que se enfrentarán las empresas en el futuro. A partir de los resultados obtenidos, en el trabajo se ha desarrollado una propuesta basada en un criterio de efectividad competitiva, en la que se relacionan estos tres elementos, de acuerdo con una aproximación configuracional a la gestión estratégica de los Recursos Humanos.

Es decir, se asume que el impacto de las prácticas de gestión de personas sobre los resultados organizativos será mayor si se incrementa tanto el grado de ajuste horizontal (entre las distintas prácticas) como el vertical (con las condiciones organizativas y ambientales). En síntesis, esta propuesta: “escenario-modelo-investigación”, describe las características de los distintos escenarios en los que podrá operar una organización e identifica qué modelos de gestión de personas y temas de investigación resultarán más efectivos y pertinentes en cada uno de ellos.”

Lee la entrevista [aquí](#)



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