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NEWSLETTER






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Publication: The Joint Role of Focused and Molar Climates and Eudaemonic Well-being as Mediators of the Relationship between Flexible Telework and Scientific Productivity in Spanish ERC-Granted Teams

Congratulations to Núria Tordera, Inés Tomás, and Guido Martinolli for their new publication in Cambridge University Press.

The Joint Role of Focused and Molar Climates and Eudaemonic Well-being as Mediators of the Relationship between Flexible Telework and Scientific Productivity in Spanish ERC-Granted Teams

Guido Martinolli^{1,2} , Alejandro Sanín Posada² , Simone Belli³ , Inés Tomás¹  and Núria Tordera¹ 

¹Universitat de València (Spain); ²Siete - Gestión Humana y Organizacional S.A.S. (Colombia); ³Universidad Complutense de Madrid (Spain)

Abstract

Flexible work arrangements, such as teleworking, have gained massive and unprecedented usage for creating work environments that foster well-being and productivity. Yet empirical evidence is still scant and not much is known about the role of organizational climate(s) in this process. Accordingly, the present study was set out to investigate the mediating mechanisms linking flexible teleworking to scientific productivity by considering climate for well-being dimensions, the climates for excellence and for innovation, and eudaemonic well-being as mediating constructs. Data were collected from 358 members of 48 Spanish European Research Council (ERC) granted teams and analyses were conducted both at the individual and team level, after checking for the relevant aggregation indexes. Relevant and significant relations were found within the hypothesized statistical model both at the individual and team level of analysis. The climate dimension of team support and the climate for innovation, together with eudaemonic well-being, resulted to be linked by significant relationships suggesting a potential mediating path. Also, empirical evidence supported considering gender as a control variable for the relationship between flexible teleworking and the climate dimension of work-life balance. In conclusion, climate variables and eudaemonic well-being represent relevant variables for the explanation of the relationship between flexible teleworking and scientific productivity. Practical and theoretical implications, and limitations are further discussed in the article.

Keywords: climate for excellence; climate for innovation; climate for well-being; scientific productivity; teleworking flexibility

You can read it [here](#)

Premios CEF: XXXIV edición

“Ya está abierta la convocatoria de la próxima edición del Premio Estudios Financieros, que alcanza ya, en este 2024, su XXXIV edición. Este premio cuenta con siete modalidades, siendo una de ellas la modalidad para investigaciones en el ámbito de los Recursos Humanos.

Nos resulta muy grato descubrir cada año que muchos de los participantes son jóvenes profesores o investigadores, lo que significa que el conocimiento de estos premios se transmite con el paso de los años.

Este premio se concede a trabajos de investigación originales e inéditos, redactados en castellano sobre temáticas afines a los RR.HH. Los trabajos se presentan con seudónimo, y no debe poderse identificar a los autores. Deberán estar finalizados antes de la publicación de la convocatoria en el BOE o BOCM de mayo de 2024. En cada una de las modalidades se concede un Primer premio de 9000€ y al menos un accésit premiado con 900€.

Por ello, te invitamos a participar, bien directamente, bien difundiendo estas bases del Premio entre aquellas personas que consideres puedan resultarles de interés concurrir en esta nueva convocatoria.”

Roque de las Heras Miguel

Presidente de Honor del Grupo Educativo CEF.- UDIMA



WOP-P Visiting Professor: Helena Martins

Helena Martins is a professor of Organizational Behavior and Human Resources Management at Nova SBE and the Polytechnic of Setúbal, in Portugal. She has been a training consultant for nearly 20 years, collaborating with various companies.

Her research focuses on the development of soft skills, with experience in professional training, consulting, and research projects in this area.

She holds a Ph.D. in Management from the University of Porto, an Erasmus Mundus Master's in Work, Organizational, and Personnel Psychology from the University of Coimbra and the University of Valencia, Spain, and a Bachelor's degree in Psychology from the University of Minho.

Helena has authored several scientific articles and book chapters and has supervised and examined various master's theses throughout her career and collaborated with the UE funded EMIC project, aiming to enhance intercultural skills within diverse work environments. Her current focus is the development of soft skills in management students and professionals, especially in the context of crisis situations.



Job opportunity: Research Associates

“The Centre for Organisational Health & Well-being in the Division of Health Research (DHR) within Lancaster University’s Faculty of Health and Medicine is seeking to appoint two Research Associates in Occupational Health & Safety. The post holders will play a key role supporting a new research project funded by the UK Institution of Occupational Safety & Health on occupational health services.

You will support the Principal Investigator Professor Stavroula Leka and Co-investigators Drs Sabir Giga, Claire Hardy and Kay Greasley in a range of policy related research activities. This will include the whole range of research skills including preparation of research ethics and governance applications, conducting quantitative and qualitative research, contributing to literature reviews and case study development, and preparing project reports and scientific papers for publication. You will demonstrate excellent communication skills, attention to detail, and the ability to work alongside a range of colleagues including academic staff, occupational health and safety professionals, policymakers and international stakeholders. This is an ideal opportunity to work flexibly, build research skills, and work alongside internationally renowned groups of researchers and stakeholders.”



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Núria Tordera

Guido Martinolli

José Ramos

EDITOR

Lucía Barrera

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