

THE IDOCAL

NEWSLETTER

THE IDOCAL BULLETIN

Doctoral Defense - University of Sevilla



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Research Institute of Personnel Psychology,
Organizational Development and
Quality of Working Life

DOCTORAL DISSERTATION

Doctoral Thesis Defense -
Francisco José Santolaya S.



On 10 September 2026, Francisco José Santolaya Soriano defended his doctoral thesis, entitled 'Community organisations and urban neighbourhoods: a psychosocial framework for the ecological analysis of participation', at the University of Seville. The thesis, supervised by Dr Isidro Maya Jariego, was carried out as part of the PhD Programme in Human Resources Psychology. The work examines the role of community organisations in urban neighbourhoods and proposes a psychosocial and ecological framework for understanding the processes of citizen participation. Congratulations to the new PhD graduate!

CONFERENCE PARTICIPATION

Nykolas Eyk

New PhD student

Human Resources Psychology Doctorate



Montse Subirats, Deputy Mobility Coordinator for the Psychology Degree at the Universitat de València, attended EAIE 2026 – “The Rhythm of Revolution”, held from 8–11 September.

The EAIE Annual Conference and Exhibition is one of Europe’s leading events in international higher education, promoting cooperation, mobility and internationalisation.

This edition set a new attendance record, bringing together more than 7,300 participants from 107 countries, over 1,200 exhibiting organisations and more than 600 speakers.

During the conference, she met with representatives from several universities to explore new student mobility and academic cooperation opportunities.

These meetings will help expand international contacts and identify potential new exchange agreements.

Internationalisation remains a key priority for broadening opportunities for students and faculty at the Universitat de València.

CONFERENCE

Opening Conference of the Erasmus Mundus Master in WOP-P



On Tuesday, 14 September 2026, the opening conference of the Erasmus Mundus Master in Work, Organizational and Personnel Psychology (EMJM WOP-P) for the 2026–2027 academic year took place at the Faculty of Psychology and Speech Therapy.

Entitled “Occupational Health and Temporal Incapacity Management: Setting the Ground for Sustainable Organizations and Societies,” the conference was delivered by Dr. Marija Davcheva (Umivale Activa).

The session addressed occupational health and temporary incapacity management as current challenges for organizations and societies, highlighting the importance of an evidence-based approach in applied psychology and the scientist–practitioner perspective.

Dr. Davcheva also presented recent research on temporary incapacity in Spain, exploring its implications for workers, organizations, and society, as well as the role of occupational psychology in promoting healthier and more sustainable organizations.

The event brought together students, faculty members, researchers, and professionals, providing an opportunity to welcome the new academic year and strengthen the Erasmus Mundus Master in WOP-P community.

ERASMUS+ TRAINEESHIP TO IDOCAL

Gaye Demir

Master's student
Aviation Psychology, Istanbul University

During September and October, Gaye Demir, a Master's student in Aviation Psychology at Istanbul University, will undertake an Erasmus+ traineeship at the Universitat de València.

Under the supervision of Mario Martínez-Córcoles and Montse Subirats, she will join our research on safety culture, human factors, and organizational safety in the aviation sector.

During her stay, we will collaborate on studying the impact of different

organizational and psychosocial factors on safety performance.

An excellent opportunity to connect Organizational Psychology and Aviation Psychology. Welcome, Gaye!



NEW PUBLICATION

Happy-productive patterns in education: why well-being and performance valences matter

Pérez-Nebrá, A. R., Queiroga, F., Tordera, N., & Gil-Lacruz, M. (2026). Happy-productive patterns in education: why well-being and performance valences matter. *Journal for Person-Oriented Research*, 12(2), 155–169. <https://doi.org/10.17505/jpor.2026.29455>

SUMMARY

This research examines whether employees' perceptions of service climate are related to organizational performance oriented toward improving the quality of life (QoL) of people with intellectual disability (ID) through the mediation of service quality perceived by family members. The research was conducted in 252 centers for people with ID in Spain. Employees (N = 2.021) reported on service climate. Family members (N = 2.267) reported on service quality and organizational performance oriented toward improving QoL. We used an overall measure of service climate. Service quality was composed of two dimensions: functional (efficiency in the delivery of the core service) and relational (quality of the social interaction between employees and service users beyond the core service) service quality. Organizational performance oriented toward QoL was composed of four dimensions: overall QoL; self-determination; social inclusion; and defense of rights of people with ID. Results supported full mediation, with functional and relational service quality mediating the relationship between service climate and performance oriented toward improving QoL. Implications for research and organizations are also discussed.



NEW PUBLICATION

Virtual reality-based mindfulness interventions on employees' well-being within organizational contexts: A scoping review

Chanquini, F. S., Pinto, A., Alves, T. M., Carvalho, C., Martínez-Córcoles, M., & Monico, L. S. (2026). Virtual reality-based mindfulness interventions on employees' well-being within organizational contexts: A scoping review. *Acta Psychologica*, 268, 107159. <https://doi.org/10.1016/j.actpsy.2026.107159>

SUMMARY

Mindfulness-based interventions (MBIs) promote well-being by reducing stress and improving emotional regulation, while virtual reality (VR) may enhance workplace wellness interventions through immersive environments. This scoping review examined evidence on the use of VR in MBIs to improve employee well-being in organizational contexts. Following the Joanna Briggs Institute framework, searches were conducted in four databases and additional sources. Fourteen studies published between 2017 and 2024 were included. Most were experimental studies conducted in healthcare settings using head-mounted displays and multimodal interventions combining mindfulness with other well-being techniques. The review identified methodological limitations and research gaps in this field. A conceptual framework was proposed to guide future research and support the development of VR-based mindfulness interventions for employee well-being.



**NEW
PUBLICATION****The Professional Orientation of
University Instruction promotes
Graduates' Early Career
Outcomes**

Hernández, A., González-Romá, V., Gamboa, J. P., van der Heijden, B. I. J. M., & Le Blanc, P. M. (2026). Is the professional orientation of university instruction related to graduates' early career outcomes? The mediating role of employability. *The Spanish Journal of Psychology*, 29, e14, 1–15. <https://doi.org/10.1017/SJP.2026.10032>

SUMMARY

This study examines whether professionally oriented university instruction (POUI) influences early graduate career outcomes through personal employability dimensions. Analyzing a sample of 303 graduates surveyed before and after graduation, the authors examined job attainment within six months and three specific indicators of job quality. Structural path analyses revealed that POUI indirectly increases the likelihood of securing employment within six months specifically by expanding students' social capital. Furthermore, POUI positively impacts job hierarchical levels through increased social capital while simultaneously improving educational horizontal fit and reducing perceived overqualification via the strengthening of career identity. Overall, the findings provide key empirical evidence supporting university educational policies that integrate practical training and industry connections to facilitate a smoother school-to-work transition.



NEW PUBLICATION

Working with robots is positively related to job autonomy and personal growth at work

Schweizer, T., González-Romá, V., Peiró, J. M., Jonczyk, N., & Barrera, L. (2026). Working with robots and eudaimonic well-being at work: A moderated mediation model via job autonomy, work engagement, and emotional exhaustion. *Journal of Work and Organizational Psychology*, 42, Article e260776. <https://doi.org/10.5093/jwop2026a8>

SUMMARY

This empirical study examines how the frequency of interaction with robots (FIR) influences employees' eudaimonic well-being, specifically personal growth at work. Analyzing a sample of 299 manufacturing sector workers, the research examines the mediating roles of job autonomy, work engagement, and emotional exhaustion. The findings show that a higher frequency of interaction with robots is positively associated with greater perceived job autonomy. Furthermore, job autonomy fosters increased work engagement, which in turn boosts personal growth at work. Additionally, the study reveals that employees' positive attitudes toward robots act as a key moderating factor that strengthens the FIR-autonomy positive relationship. Ultimately, these results demonstrate that robotization can enrich work characteristics and employee well-being when properly integrated with supportive worker attitudes.



NEW PUBLICATION

When does workplace training make it into everyday work?

Gemmano, C. G., Manuti, A., & González-Romá, V. (2026). Employee exposure to HRD and training transfer: The mediating role of formal training evaluation and the moderating role of informal learning behaviors. *The Learning Organization*, 33(7), 92–111. <https://doi.org/10.1108/TLO-07-2025-0177>

SUMMARY

Training is most valuable when employees apply what they learn. In a study of 217 Italian employees, more hours of formal training were associated with a more positive evaluation of that training, which in turn was associated with greater use of new knowledge and skills at work. This link was stronger among employees who also learned informally by seeking feedback, reflecting and learning through experience. The findings suggest that useful training and everyday learning work well together.



NEWS

CIAICO project 2026–2029

The Generalitat Valenciana funds a new CIAICO 2026–2029 project on mediation, positive conflict management, and a gender perspective.



Interdisciplinary Training in Mediation Competencies and Positive Conflict Management: An Analysis from a Gender Perspective.

The project examines positive conflict management and mediation processes in workplace and organisational settings from an interdisciplinary and gender perspective. Its main purpose is to identify the different types of conflict and the personal and socio-occupational competencies required to manage them effectively. It also explores how cognitive appraisal of conflict, either as a challenge or as a threat, may influence conflict-management styles and their consequences for individuals and organisations. Particular attention is paid to potential gender-related differences in cooperation, negotiation, and mediation strategies. The project also analyses mediation as a tool for promoting collaborative solutions, improving interpersonal relationships, and contributing to healthier and more sustainable workplaces. Based on the findings, it aims to define a competency profile for mediation professionals and to develop practical intervention protocols. The project will also design and evaluate a training and intervention programme focused on mediation and positive conflict-management competencies. In addition, the research responds to emerging training needs associated with Spanish Organic Law 1/2025 and the growing role of Appropriate Dispute Resolution Methods (MASC).

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