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NEWSLETTER

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NOTICIA: Discurso de J. M. Peiró.

En la *newsletter 2024_05_17_vol10_06* felicitábamos a **José María Peiró** por su investidura como doctor "honoris causa" por la Universidad de Almería, y en esta nueva edición compartimos los detalles del acto.

En el enlace que incluimos a continuación se pueden ver desde las fotos y vídeo del acto, hasta la versión publicada del del discurso ofrecido: Peiró, J.M. (2024). **Promover personas competentes para un mundo sostenible. Un reto ineludible de la psicología aplicada.**

<https://www.ual.es/rectorado/premiosyreconocimientos>



También compartimos el discurso del profesor **Michael Frese** en la recepción del premio global de investigación en emprendimiento (**Global Award for Entrepreneurship Research 2024**).

<https://www.dropbox.com/scl/fi/5f55aiws5fg2hp2iw32uc/Michael-Frese-Global-Award-for-Entrepreneurship-Research-2024.mp4?rlkey=y5m3abokwy0s4r68sf2s7997r&e=1&dl=0>

PUBLICATION: Intergenerational Climate and Work Engagement: The Mediating Role of Perceived Age Discrimination in a Sample of Older Workers.

Congratulations to **Priscila Gomes, Isabel Miguel and Ana Hernández** for their new publication in **Journal of Intergenerational Relationships**.

ABSTRACT

Given that different generations can be found in the workplace, due to the increase of work life cycle, research regarding the impact of intergenerational climate and perceived age discrimination on work engagement is of relevance, especially among older workers, as those most impacted by age discrimination. The objective of this study was to investigate intergenerational climate and work engagement, and whether this relationship is mediated by age discrimination. The hypotheses were tested in a sample of 201 Portuguese workers with 45 or more years of age, by means of regression. Findings showed that intergenerational inclusiveness and affect, retention and intergenerational affect, and generational stereotypes are negatively related to perceived age discrimination. Furthermore, work engagement seems to only be positively impacted by intergenerational inclusiveness and affect. Age discrimination did not act as a mediator. Theoretical and practical implications to human resources management strategies in organizations are discussed.

You can read it in the following link:

<https://www.tandfonline.com/doi/full/10.1080/15350770.2024.2353639>

NOTICIA: Esther Gracia en el e'SUC Empresarial.

El pasado 30 de mayo, la profesora **Esther Gracia** participó como invitada experta para dirigir la discusión y fomentar la participación del **e'SUC Empresarial** organizado por el Españtec, Parc Científic i Tecnològic de la Universitat Jaume I.

El **e'SUC Empresariales** es un encuentro a primera hora de la mañana, dirigido a CEOs de las empresas vinculadas a dicho Parque. Este encuentro tuvo por objetivo crear un espacio para compartir inquietudes y experiencias con personas que entienden su día a día. Concretamente el pasado día 30 acudieron 15 CEOs de diferentes empresas, así como **Juan Antonio Bertolín, Director de Españtec**. Durante dicha jornada, la profesora Esther Gracia atendió a las inquietudes, resolvió dudas y contribuyó a la generación de "tips para aprender a gestionar la emoción del burnout", para que los empresarios pudiesen aplicar los resultados de la investigación a su propia práctica empresarial.



RECOMMENDATION: El pelele. E. Granados.

For this issue I share with you a funny and relevant piece: **El pelele** by **Enrique Granados**.

Granados (1867-1916) is a Spanish composer, mainly known for one of his works: *Goyescas*. As the name may hint, this set of six pieces, plus the one being recommended this week, are inspired by the paintings of Francisco de Goya, one of the most famous and recognised Spanish painter.

Granados was an admirer of Goya's work, so he decided to compose this suite to reflect the feelings and ambience the paintings were bringing to him. Years later he composed **El pelele**, which was never added to the original suite, but is the only one that refers to a specific painting, namesake.

El pelele is a straw doll that is hanged in the balconies or tossed in a blanket as a game, as a tradition in some Spanish villages. In the painting it also represents the power the women hold over the men, a repeated theme in Goya's works.

This piece with its fast rhythms, the funny ornaments and fresh themes, reflects the game and the naturality in the painting.



You can hear different versions in the following links:

<https://www.youtube.com/watch?v=37R8C9xh0N0> (recording with score by **Alicia de Larrocha**, one of the most famous students that benefit from the piano school that Granados developed in Barcelona)

<https://www.youtube.com/watch?v=rMJZnJBmNnY> (live by **Alba Ventura**)

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