

NEWSLETTER

THE IDOCAL BULLETIN



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COMING SOON: I Congress on Leadership and Digitalization.

IDOCAL BREAKFAST

Presentation of the Digylid Project

On March 11th, the first Idocal Breakfast took place. This initiative aims to promote awareness of the projects we carry out at Idocal. Today, Prof. Nuria Tordera presented the Digylid project, in which she is the principal investigator together with Prof. Isabel Rodríguez. This project focuses on training leadership skills for remote work (<https://digylid.uv.es/>).



CONFERENCE Challenges and Transformations in the World of Work

Conference on "Challenges and Transformations in the World of Work" by Vicente González Romá

Vicente González Romá has given a conference based on "Challenges and Transformations in the World of Work" on March 18th at 9:00 PM (CET) as the presentation of the second phase (2024-2027) of the Millennium Nucleus on the Evolution of Work (M-NEW). This Nucleus is a multidisciplinary research group that studies and analyzes how work will evolve in emerging economies. The project, funded by the Chilean government's Millennium Scientific Initiative program, seeks to train specialists in the field throughout the country and make Chile a better place to work. Its research agenda focuses on two themes: New Forms of Work Organization and Technological Transformation.



CONFERENCE

Effects of Customized Employment on the Inclusion and Well-Being of Individuals with Intellectual Disabilities

"Effects of Customized Employment on the Inclusion and Well-Being of Individuals with Intellectual Disabilities" by Vicente Martínez-Tur.

Vicente Martínez-Tur has presented the results of a randomized controlled trial on the effects of personalized employment on the inclusion and well-being of people with intellectual disabilities at the 12th International Scientific Conference on Research in People with Disabilities: "Building an Inclusive Society." Through customized employment, agreements are made with potential employers to design activities that align with the preferences of individuals with intellectual disabilities, ensuring mutual benefit. The study results showed that individuals with intellectual disabilities who participated in customized employment (experimental group) improved their social inclusion and well-being over time (Pre, Post1, and Post2 measurements), whereas this was not the case for those who continued with their usual daily life (control group). The research has been supported by "Plena inclusión España" and the "Spanish Ministry of Inclusion" and funded through "Next Generation" funds.



BOOK PRESENTATION

Oxford Encyclopedia of
Industrial, Work and
Organizational Psychology

Presentation in Madrid of the Oxford Encyclopedia of Industrial, Work and Organizational Psychology

On March 5, the Oxford Encyclopedia of Industrial, Work and Organizational Psychology was presented at the General Council of Psychology of Spain.

The event was attended by Professor José M. Peiró and other leading experts, who discussed the relevance of this work for the advancement of knowledge in work and organizational psychology.

The video of the presentation is available at the following link:

<https://www.academiapsicologia.com/index.php/2025/03/12/presentacion-del-libro-oxford-encyclopedia-of-industrial-work-and-organizational-psychology-05-03-2025/>



PAPER PRESENTATION

Presentation of the paper "The Role of Supervisor Gender in the Relationship Between Work-Family Conflict and Burnout" at the XIV International Congress of SEAS

At the XIV International Congress of the Spanish Society for the Study of Anxiety and Stress (SEAS), the paper "The Role of Supervisor Gender in the Relationship Between Work-Family Conflict and Burnout," authored by Aida Soriano, Nia Plamenova, Esther Villajos and Luminita Patras, was presented. This event brings together experts in anxiety and stress to share scientific advancements. The congress was held at La Nau of the Universitat de València from March 6 to 8, 2025.

More information at

<https://ansiedadystres.org/congreso/xiv-congreso-internacional/>



RESEARCH STAY

Matías Arriagada

PhD student

Doctor Degree in Human Resources
Psychology

Research Stay at Curtin University, Australia –
Matias Arriagada



From February 10th to April 9th, Matias Arriagada, a PhD student at IDOCAL, is undertaking a research stay at Curtin University through the Early Career Visiting Award. Under the supervision of Professor Sharon Parker, he is collaborating with the Centre for Transformative Work Design (CTWD), part of the Future of Work Institute, to study the impact of generative AI on job characteristics using the SMART model developed by Professor Parker. This stay presents a valuable opportunity to exchange knowledge with experts and contribute to research on the future of work in the AI era.

GOOD NEWS

An article that included individuals with intellectual disabilities as study participants is among the most cited in Applied Psychology", by Vicente Martínez-Tur

The article ("The voice of persons with intellectual disability: Why does autonomy support make them feel better?", Estreder, Martínez-Tur, Moliner, Gracia, & Lira) has received a certificate from Wiley for being among the 10 most cited in 2023 in the journal Applied Psychology, according to Clarivate Analytics. In this study, and using a cross-lagged design, it is concluded that individuals with disabilities who receive support from their supervisors in an inclusive environment experience better well-being.

<https://iaap-journals.onlinelibrary.wiley.com/doi/10.1111/apps.12487>



GOOD NEWS

This Wednesday, the CIRIEC awards were presented for the best final degree projects, master's theses, and doctoral dissertations on topics related to the social economy.

In the final degree project category (TFG), the award went to student Salvador Figueres, supervised by our colleague Esther Villajos, for his work titled "Work-Life Balance in Worker Cooperatives", conducted as part of the CIGE/2021/171 project. Esther accepted the award on behalf of the student.

Congratulations to all the award winners!



NEW DOCTOR

Dra. Sedigheh Jalili

Doctor in Psychology of Human
Resources



On February 12th, Sedigheh Jalili successfully defended her Doctoral Thesis titled "Manager-Employee Dynamics in Intellectual Disability Service Organizations Dedicated to Individuals with Intellectual Disabilities." Her research explored leadership in these organizations through three key studies on leadership competencies, commitment contagion, and reciprocal trust.

Supervised by Professors Vicente Martínez Tur, Yolanda Estreder, and Carolina Moliner, her thesis was awarded the highest grade, "Outstanding," by the examination panel: José Ramos, Marina Romero, and María Esther García.

Congratulations to Dra. Jalili! 🎓🎉

NEW PUBLICATION

Assessment of Fears of the Covid-19 Pandemic in Spain.

Soriano, Aida; Luque-García, Aina; Martínez-Tur, Vicente & Peiró, José M. (2024). Assessment of Fears of the Covid-19 Pandemic in Spain. *Universitas Psychologica*, 23.

<https://revistas.javeriana.edu.co/index.php/revPsycho/article/view/40133>

SUMMARY

A recent study validates the revised Fear of COVID-19 Scale (FCS) in Spain, analyzing pandemic-related fears one year after the initial outbreak. Based on data from 3,083 Spanish adults, the research identifies four key fear factors: personal health, loved ones' health, economic stability, and social concerns. Statistical analyses confirm the scale's reliability and validity, making it a crucial tool for monitoring public fear during health crises. With the potential for future pandemics, having a validated measure is essential to understanding and mitigating the psychological impact on individuals and society.



NEW PUBLICATION

Relations between justice and trust in professionals working with persons with intellectual disability

Maniezki, A., Martínez-Tur, V., Estreder, Y., Moliner, C., & Gracia, E. (2025). Relations between justice and trust in professionals working with persons with intellectual disability. *Journal of Intellectual Disabilities*, 0(0), 1–18. <https://doi.org/10.1177/17446295251319383>

SUMMARY

This study investigates the relationship between how families treat professionals (interpersonal justice) and the trust professionals have in families over time in organizations supporting individuals with intellectual disabilities. Data from 179 professionals was collected three times over four-week intervals. The findings highlight a double spiral model where interpersonal justice and trust mutually reinforce each other dynamically.

Specifically, earlier interpersonal justice predicted later trust, which then influenced subsequent interpersonal justice, and vice versa. The study suggests that both interpersonal justice and trust act as key drivers in these dynamic processes.



NEW PUBLICATION

WORKAHOLISM: Workaholic employees tend to perform better but they pay a toll

Molinaro, D., González-Romá, V. & Spagnoli, P. Workaholism and job performance: testing indirect relationships via work engagement and poor sleep quality. *Curr Psychol* (2025).

SUMMARY

A recent study (<https://doi.org/10.1007/s12144-025-07403-z>) examined the complex relationship between workaholism and job performance. Drawing on achievement motivation theory, it shows that workaholism is positively related to performance via work engagement, so that workaholism is positively related to work engagement, which in turn is positively related to performance. Based on the work, non-work, and sleep model, it also shows that workaholism is negatively related to performance via poor sleep quality, so that workaholism is positively related to poor sleep quality, which in turn is negatively related to performance. The positive indirect effect of workaholism on performance was larger than the negative one. Although workaholic employees tended to perform better, they also reported poorer sleep quality, which may be detrimental for their wellbeing.

NEW PUBLICATION

Burnout Assessment Tool (BAT)
Successfully Validated for
Spanish Workers

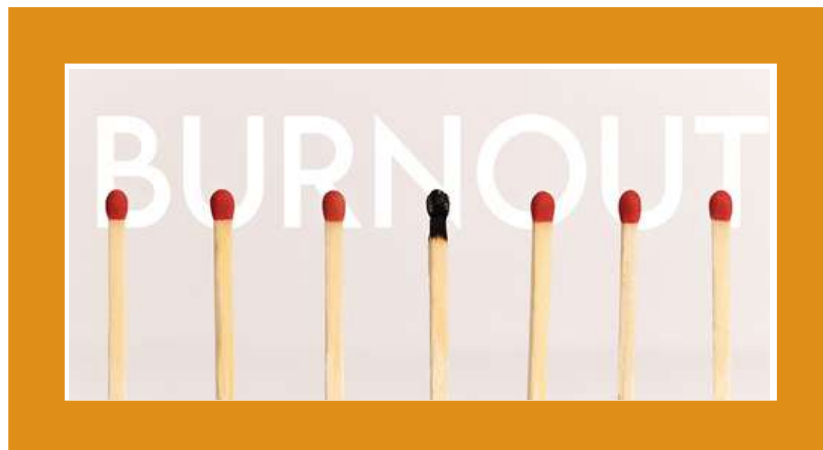
Soriano, A., Warsicka, H., & Peiró, J. M. (2025). The burnout assessment tool (BAT): Validation in the Spanish population. *WORK*, 0(0).

Link to publication:

<https://journals.sagepub.com/eprint/Y37I3NE3EAFRK7RRTK3S/full>

SUMMARY

This study validated the Burnout Assessment Tool (BAT) for Spanish workers. Traditional burnout assessment using the MBI has limitations due to changes in the work environment. The research analyzed the BAT's reliability, factorial validity, and convergent validity using two Spanish worker samples. Results showed excellent reliability and supported the BAT's internal structure. The BAT total score significantly correlated with health, anxiety, work ability, and turnover intention, indicating convergent validity. The study concludes the BAT is a suitable tool for measuring burnout in Spanish workers, addressing limitations of the MBI.



REPORT

Challenges and Opportunities for Legal Education

Peiró, J.M. y Todolí, A. (dirs.). (2025). Diagnóstico y estrategia sobre el futuro de las profesiones de la Facultat de Dret. Retos tecnológicos, demográficos y sociales. Universitat de València.
<https://roderic.uv.es/items/e30b27de-3a49-45ef-b152-afcfc16f45f0>

SUMMARY

A newly published study examines the challenges facing the Faculty of Law at the University of Valencia as it adapts to technological, demographic, and social changes transforming the job market. It evaluates the institution's ability to evolve and explores key trends such as digitalization, artificial intelligence, and new business models. The report highlights essential skills for legal professionals to boost employability and proposes strategies to update curricula in response to a rapidly changing landscape.



COMING SOON!

I Congress on Leadership and Digitalization:
"Challenges and Opportunities for the
Development of Leadership and Teamwork Skills."
Call for Papers Open.

Its objective is to reflect on the challenges and opportunities of digitalization. It is aimed at academics, professionals, and students interested in human behavior in organizations.



Date: May 7th



Registration and attendance (in-person/online): Free



Venue: Assembly Hall, Faculty of Psychology and Speech Therapy, University of Valencia



Call for posters open (submission deadline: April 17th).



Registration: <https://forms.office.com/e/rcpuamfQvC>



Poster submission:

<https://encuestas.uv.es/index.php/741548?lang=es>





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