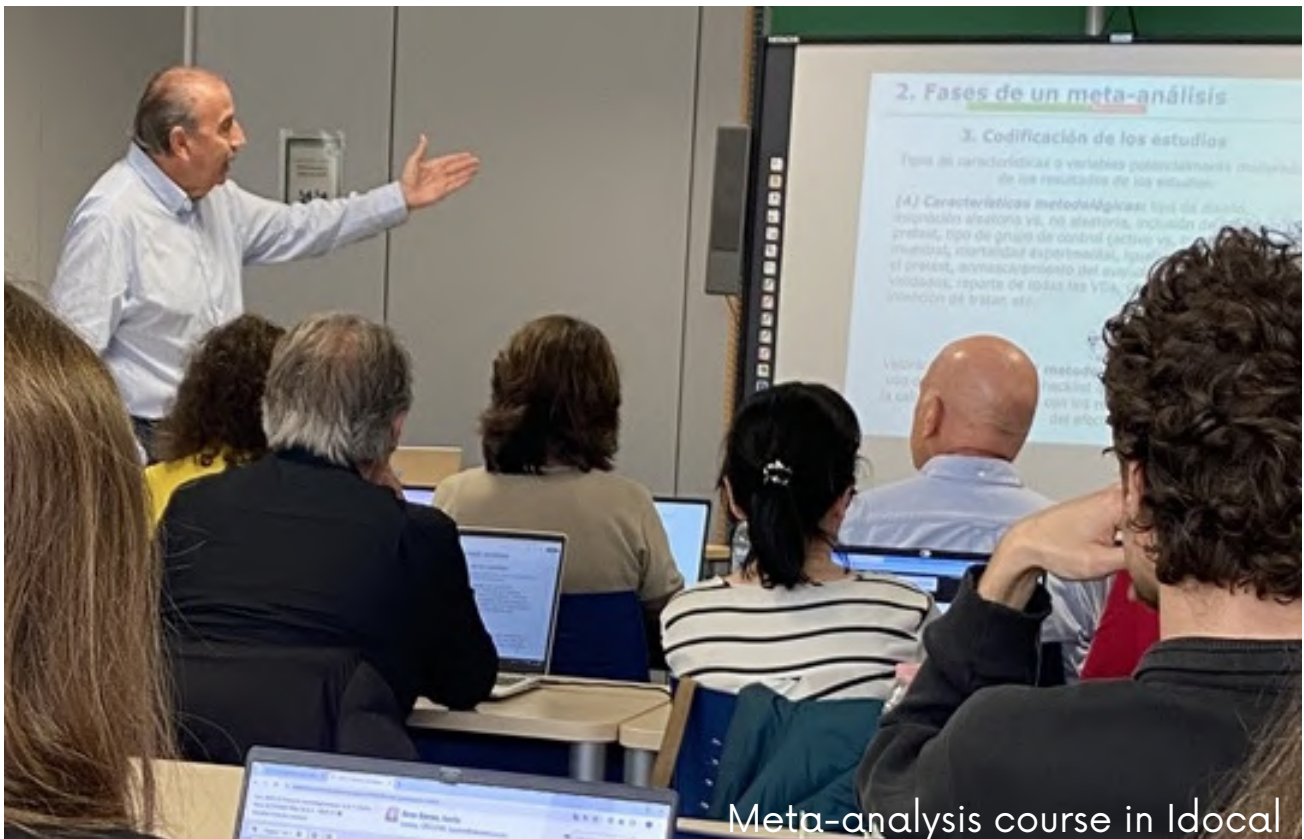


THE IDOCAL

NEWSLETTER

THE IDOCAL BULLETIN



Meta-analysis course in Idocal

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

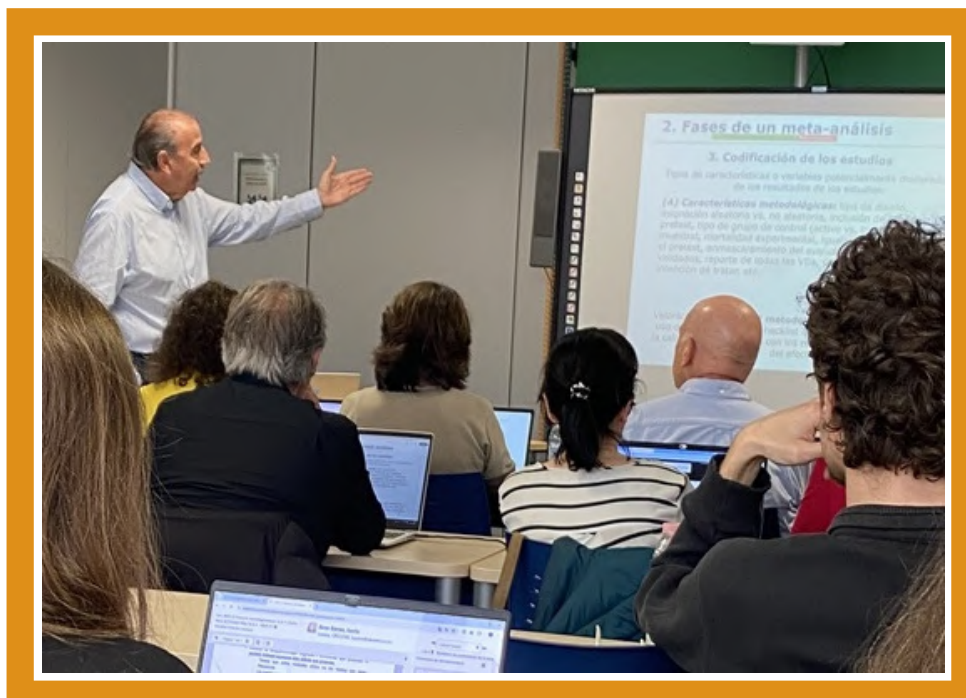
COURSE OFFERED

Meta-analysis course offered by Professor Julio Sánchez Meca

On April 8 and 9, Professor Julio Sánchez Meca, Professor of Methodology in Behavioral Sciences at the University of Murcia, offered a course on meta-analysis at Idocal.

It was a truly interesting and useful course that taught us how to conduct systematic reviews and meta-analyses, as well as how to critically read this type of research. To achieve this, the course combined theoretical content with the presentation of practical cases.

The course was attended by both doctoral students from our two doctoral programs and other members of Idocal.



GOOD NEWS

Montserrat Subirats Ferrer

New Deputy Mobility Coordinator for the Psychology Degree

The Faculty of Psychology and Speech Therapy at the University of Valencia has approved the appointment of Professor Montserrat Subirats Ferrer as the new Deputy Mobility Coordinator for the Psychology Degree. The decision was made unanimously during the meeting of the Academic Degree Committee (CAT) held on April 14th, 2025. We warmly congratulate Professor Subirats on this new responsibility and wish her great success in overseeing the mobility programs—an essential element in enhancing the international scope of the Psychology Degree.



NEW PUBLICATION

Revisiting psychological contract measurement: validation of the PSYCONES Questionnaire

García, A., B. Martín del Río y J. Ramos (2025). «Revisiting psychological contract measurement: validation of the PSYCONES Questionnaire». *Social Sciences* 14, n.º 3: 181.
Link: <https://doi.org/10.3390/socsci14030181>

SUMMARY

The psychological contract is a fundamental construct for understanding the relationships established between employees and employers. The present research aims to validate the psychological contract questionnaire developed by the PSYCONES team in a sample of 1764 workers in the Spanish labor market. Exploratory factor analysis was performed and various models were tested to evaluate the structure of the questionnaire. The four-factor ESEM model (fulfillment of company promises, fulfillment of employee promises, psychological contract violation, and perception of justice and trust dimensions) showed the best fit. The scale showed significant relationships with job satisfaction and organizational commitment, reinforcing its concurrent validity. This study provides a psychometrically robust instrument to assess the psychological contract in the workplace, offering a basis for future research and practical applications in organizational contexts.

NEW PUBLICATION

The Green Happy Productive Worker

Pătraș, L., Villajos, E., Soriano, A., & Djourova, N. P. (2025). The green happy productive worker: Environmental satisfaction as mediator between green human resources practices and green extra-role behaviors in social economy organizations. *Corporate Social Responsibility and Environmental Management*, 1–12.
<https://onlinelibrary.wiley.com/doi/10.1002/csr.3210>

SUMMARY

New publication titled: The Green Happy Productive Worker: Environmental Satisfaction as Mediator Between Green Human Resources Practices and Green Extra-Role Behaviors in Social Economy Organizations published in *Corporate Social Responsibility and Environmental Management* by Luminita Patras, Esther Villajos, Aida Soriano and Nia Djourova. This publication theorizes and tests for the first time the Green Happy Productive Worker putting the emphasis on the environmental satisfaction. Moreover, it uses a sample of employees from social economy enterprises, which are characterized by placing people and environmental issues at the core of their mission. The article also outlines key practical implications for all types of organizations aiming to become more sustainable.



RESEARCH STAY

Viky Fajardo

PhD Student

Doctor Degree in Human Resources
Psychology

Research Stay at Ivey Business School, Western Ontario
University, Canada – Viky Fajardo



From April 1st to June 30th, Viky Fajardo, a PhD student at IDOCAL, is undertaking a research stay at Ivey Business School, Western Ontario University, through her FPI predoctoral contract. In collaboration with Professor Lucas Monzani, in the Organizational Behavior Area Group to study the impact of inclusive leadership on the sense of relatedness among people with intellectual disabilities, while also working on her doctoral thesis on the challenges of mainstream employment for people with intellectual disabilities. This stay presents a valuable opportunity to exchange knowledge with experts and contribute to research on inclusive leadership and workplace integration.

RESEARCH STAY AT IDOCAL

Dalila Vitali

PhDstudent at Research Stay at Idocal



My name is Dalila Vitali, and I am a psychologist from Italy. I hold a Master's degree in Forensic Psychology from LUMSA University in Rome. I am currently in the second year of my doctoral studies, focusing on the well-being of prison officers.

My interest in this area was developed during my internship at the court, where I worked with prison officers. This experience made me realize the challenges they face in their profession, particularly regarding mental health and well-being, which are often overlooked.

To deepen my knowledge and expertise in occupational health psychology, I decided to spend six months at Idocal UV. Idocal's mission, to conduct innovative research on key societal challenges, strongly aligns with my research objectives. Its focus on improving quality of life is directly related to my doctoral project, which aims to enhance the well-being of prison officers.



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Our web:

