

THE IDOCAL

NEWSLETTER

THE IDOCAL BULLETIN

Seminar by Prof. Laura Galarza



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

SEMINAR AT IDOCAL

Work and Organizational Psychology applied to extreme environments & space

On 28 October, the Institute for Research in Human Resources Psychology, Organisational Development and Quality of Working Life (IDOCAL) hosted the seminar 'Work and Organisational Psychology applied to Extreme Environments & Space', given by Professor Laura Galarza Díaz from the University of Puerto Rico, Río Piedras Campus. During the session, Professor Galarza shared her valuable experience as an organisational psychologist at NASA's Johnson Space Centre with doctoral students. In this context, she participated in the development of the BHPG (Behavioural Health and Performance Group) system for astronaut selection and was part of the interdisciplinary team of behavioural experts and astronauts responsible for designing psychological and expeditionary training. This training included the training and development of teams for short- and long-term missions, with a special emphasis on the psychological and collaborative skills required for success in extreme environments such as space.



VISITOR PROFESSOR

Prof. Deirdre O'Shea will
be teaching at WOPP.

Professor Deirdre O'Shea, from the Kemmy Business School (University of Limerick), will visit IDOCAL from October 6th to 9th to teach the Work Motivation module in the Erasmus Mundus Programme in the Master's Degree in Psychology of Work, Organisations and Human Resources, as part of the Advanced Course in Work Psychology.



VISITOR PROFESSOR

This week, Prof. Laura Galarza will be teaching at WOPP

This Wednesday, we will have the privilege of welcoming Professor Laura Galarza (University of Puerto Rico) as a lecturer on the WOPP master's degree program. In the advanced course on Work Psychology, she will teach the module on New Ways of Work. In addition, on October 31, she will participate as a speaker at the National Congress of Psychology Students with a presentation entitled "Occupational and Organizational Psychology Applied to Disaster Scenarios, Pandemics, and Extreme Environments." The congress will be held from October 29 to 31, and all proceeds will go to those affected by the DANA in Valencia.



VISITOR PROFESSOR

This week, Prof. Donald Truxillo will be teaching at WOPP

Professor Donald Truxillo, from the Kemmy Business School (University of Limerick), will visit IDOCAL from October 29 to 31 to teach the Work Analysis module in the Erasmus Mundus Programme of the Master's Degree in Work, Organizational, and Personnel Psychology, as part of the Advanced Course in Work Psychology.



CONFERENCE

Outstanding attendance
and inspiring discussion
with Dr. Susan Peters
(Harvard University)

On Friday, October 17, we had the great pleasure of hosting Dr. Susan Peters, whose lecture gathered an exceptionally large and engaged audience at the Faculty of Psychology, University of Valencia.

We are deeply grateful for the remarkable participation and the many thoughtful questions that made the discussion so rich and lively.

Dr. Peters, from Harvard University, offered powerful insights into how technological and organizational changes are shaping brain health and worker wellbeing.

An inspiring event that highlights the growing commitment to creating healthier and more sustainable workplaces.



NEW PUBLICATION

Front Line Leadership in Organisations for Persons With Intellectual and Developmental Disabilities: A Systematic Review

Ledy V. Fajardo-Castro, Sedigheh Jalili, & Vicente Martínez-Tur (2025). Front Line Leadership in Organisations for Persons With Intellectual and Developmental Disabilities: A Systematic Review. <https://onlinelibrary.wiley.com/doi/10.1111/jar.70125>

SUMMARY

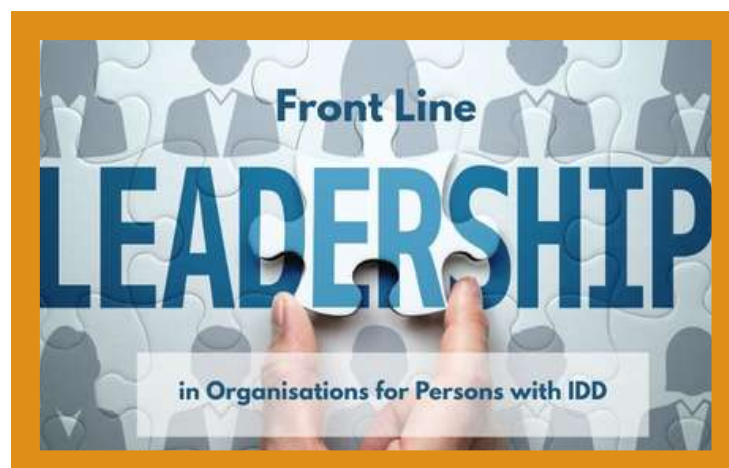
This systematic review analyzed 32 studies on leadership in intellectual and developmental disability (IDD) services using PRISMA 2020 guidelines. Key findings:

Practice Leadership (PL) is the most frequently applied model, strongly linked to better outcomes for both service users (higher quality of life, fewer challenging behaviors) and staff (lower stress, higher job satisfaction).

Competencies for frontline managers were identified, highlighting their crucial role in guiding direct support staff.

Despite the benefits, barriers such as funding constraints, staff turnover, and administrative demands hinder effective leadership implementation.

🔍 Conclusion: PL offers a valuable framework for leadership in IDD services. However, more research is needed to design and test interventions across diverse contexts.



NEW PUBLICATION

A mixed-method of the Happy-Productive: Well-being and performance patterns of remote workers in Brazil

Pérez-Nebra A.R., Villajos E. and Peñalver J. (2025) A mixed-method of the happy-productive: wellbeing and performance patterns of remote workers in Brazil. *Front. Sociol.* 10:1625831. DOI: 10.3389/fsoc.2025.1625831

SUMMARY

Our colleague Esther Villajos, together with Amalia Pérez-nebra and Jonathan Peñalver, has published a new article titled "A mixed-method of the happy-productive: wellbeing and performance patterns of remote workers in Brazil" in *Frontiers in Sociology*.

This study analyzes the relationship between well-being at work and job performance in remote work through a mixed-method approach. The findings highlight the existence of four patterns ("9-to-5", "entrenched", "engaged", "burned-out"), pointing out the diverse experiences remote workers may have and the practical implications for implementing flexibility practices.



IDOCAL MEMBERS GOOD NEWS

Danila Molinaro, winner of the prize "Best Doctoral Thesis in Work and Organizational Psychology 2025" in Italy

The prize was awarded by the Italian Association of Psychology. The award ceremony took place on September 27 in Naples, during the XXI National Congress of the Work and Organizational Psychology Section of the Italian Association of Psychology. The thesis, entitled "The Relationship between Workaholism, Well-Being, and Performance: A Cross-Sectional and Longitudinal Perspective Involving Subjective and Objective Measures", was conducted under a co-tutela agreement between the Universities of Valencia (Spain) and Campania "Luigi Vanvitelli" (Italy). Professors Vicente González-Romá (IDOCAL) and Paola Spagnoli were the thesis supervisors.





Research Institute of Personnel Psychology,
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