

THE IDOCAL

NEWSLETTER

THE IDOCAL BULLETIN



IN THIS ISSUE

IDOCAL DINNER: End-of-year activity.

WALK THROUGH EL SALER: Sustainability Committee Activity

CONFERENCES: By Nuria Tordera.

NEW PHd STUDENT: Three new students at IDOCAL Doctorate.

SHARE AND LEARN: By Nina Jonczyk.

NEW PUBLICATIONS: Two new articles coauthored by IDOCAL members.

CHRISTMAS AROUND THE WORLD: MUSIC TIME!!!: You've got to see it... and hear it.



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

IDOCAL DINNER

Last Friday, December 19, IDOCAL held its end-of-year luncheon, a space designed to chat, share, and enjoy a different kind of moment together with the members of the institution. This gathering made it possible to strengthen bonds, exchange experiences, and close the year in a relaxed atmosphere ahead of the end-of-year holidays, reaffirming the value of collaborative work and community beyond the academic setting.



WALK THROUGH EL SALER

Sustainability Committee Activity

On Sunday, November 30, the first hiking route organized by the Sustainability Committee for Idocal members took place—an activity designed to enjoy the natural environment of El Saler and promote camaraderie among staff. On this occasion, the walk followed the Historical Pujol Route, an emblematic trail that offered participants the opportunity to better appreciate the environmental and cultural heritage of the area.

The committee extends its gratitude to everyone who participated and contributed to the success of this first outing.

Sustainability Committee — Idocal



CONFERENCE

Leadership in Telework: Development of Leadership Competencies by Nuria Tordera

On December 3rd, Professor Núria Tordera delivered the conference "Leadership in Telework: Development of Leadership Competencies", organized by the Valencian Society of Psychology.

Professor Núria Tordera (IDOCAL) shared key reflections on the current challenges of leadership in hybrid and remote contexts.

It was an inspiring session on how to develop competencies that foster more connected, autonomous, and effective teams.

We thank the Faculty of Psychology and Speech Therapy and the Language and Linguistic Policy Service of the University of Valencia for their collaboration.

Special thanks to Oto Luque for his excellent introduction and to all attendees for the enriching discussion.



NEW PHD STUDENT

Mercedes Frochoso

PhD student

Doctorate in Human Resources
Psychology



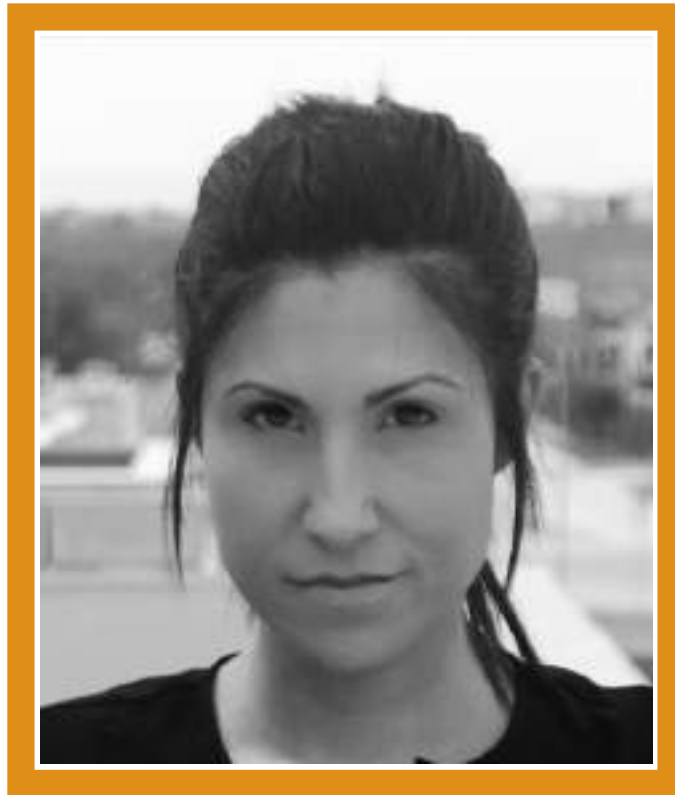
I'm Mercedes Frochoso, from Spain, and I've recently joined the PhD Program in Psychology of Human Resources at the University of Valencia. My professional background, both national and international, spans leadership development, strategic communication, and the connection between organizations, education, and people's growth. Through my research, I'm interested in understanding how leaders and institutions can foster better professional development, improve decision-making, and create environments where individuals and teams thrive with purpose and coherence. I'm excited to be part of IDOCAL and look forward to learning, collaborating, and contributing to the research community.

NEW PHD STUDENT

Nadia Ruiz

PhD student

Doctorate in Human Resources
Psychology



Nadia Ruiz is a sociologist, analyst and researcher in organisational behaviour, with experience in applying profiling and forensic analysis tools to complex work contexts. Her career combines direct intervention with applied research, focusing on harassment prevention, organisational climate analysis and the design of management models centred on psychosocial well-being and mutual support. She has worked with teams in sectors such as technology, the creative industry and the port sector, where she acts as a consultant, trainer and mediator. Co-founder of the La Tribu Animation studio, she has developed her own management methodology based on the analysis of the human factor and the design of sustainable productive environments. Her work has been presented at academic conferences and international events and is characterised by integrating theoretical knowledge with practical application to generate lasting organisational solutions built on the development of all the people who comprise them.

NEW PHD STUDENT

Sangmi Oh

PhD student

Doctorate in Human Resources
Psychology



I'm Sangmi, and I've just happily begun my first year in the doctoral program at IDOCAL. I'm originally from South Korea and have been living in Valencia since 2023 for my master's studies. My main research interests focus on the organizational and individual factors that enhance occupational safety. I truly enjoy academic work and knowledge sharing conversations! And on a personal note, I love food and music. I'm very happy and honored to meet you all!

SHARE AND LEARN

On December 4th, Nina Jonczyk delivered an engaging Share & Learn session at IDOCAL on "Change Management in Action – From Theory to Practice."

The session explored why organizational change can be challenging and how theoretical foundations of change management can be translated into practical approaches. Drawing on experience from her traineeship at the European Medicines Agency (EMA), Nina focused on making these concepts tangible for real-world scenarios.

A key part of the discussion was how to bridge theory and practice in guiding people through change.



NEW PUBLICATION

New Study Reveals Gender Differences in How Purpose and Citizenship Behaviors Foster Sustainable Careers.

Soriano, A., Peiró, J. M., Rodríguez, I., & Tordera, N. (2025). Organizational Citizenship Behavior and Purpose in Life: Dynamic Components for Sustainable Careers—Does Gender Matter?. *Journal of Career Development*. DOI: <https://doi.org/10.1177/08948453251377729>

SUMMARY

A new article by our research team has just been published in the *Journal of Career Development*. The study examines the reciprocal dynamics between purpose in life (well-being) and organizational citizenship behavior (performance) as key indicators of sustainable careers. Findings show that women experience a reinforcing cycle between these factors—particularly when the process begins with citizenship behaviors—while men do not show these relationships. This contributes to a deeper understanding of gendered experiences in career development.



NEW PUBLICATION

Job resources and perceived work capability at sea: The mediator role of seafarers' sleep quality

Buscema, F., Viola, M., Cricenti, C., Lorente Prieto, L., & Colombo, L. (2026). Job resources and perceived work capability at sea: The mediator role of seafarers' sleep quality. *Safety Science*, 196, 107089

<https://doi.org/10.1016/j.ssci.2025.107089>

SUMMARY

Our colleagues Francesco Buscema and Laura Lorente, together with Marco Viola, Lara Colombo and Clarissa Cricenti, have published a this new article in *Safety Science*.

This study investigates the relationship between job resources and perceived work capability among seafarers, examining the mediating role of sleep quality. This study underscore the central role of onboard safety behavior and the mechanism through which social support enhances performance via sleep quality.



CHRISTMAS AROUND THE WORLD: MUSIC TIME!!!



In this final newsletter of the year, and in keeping with the festive spirit of the season, some of our colleagues at Idocal have chosen to share traditional seasonal music from several of the countries represented at this research centre. Here are the links so that we can all enjoy the Christmas and New Year spirit together, drawing on different cultures and corners of the world:

Alemania:

<https://youtu.be/IFZqDcFU4Ow?feature=shared>

Argentina:

<https://www.youtube.com/watch?v=XlFk92gTcQ8>

Brazil:

<https://youtu.be/kllwf7mA8AA?si=vvvv84QrL0blwHEQ>

Chile:

<https://www.youtube.com/watch?v=RgxJCyLk5TY>

Colombia:

https://youtu.be/a6UUzl2QFd4?si=shz5hA8UA_Sj08Zd

We have more recommendations, go to the next page...

CHRISTMAS AROUND THE WORLD: MUSIC TIME!!!



Corea del Sur:

<https://youtu.be/qWqKrwpx2kY?si=f9aojBxh88jd557>

Costa Rica:

<https://www.youtube.com/watch?v=ni9TuFFqq8A>

España:

<https://acortar.link/xlObtE>

Italia:

<https://youtu.be/Q1-bGnFvzWA?si=GMtDcn8M0CnfNC7k>

With this edition, we close our newsletter publications for the year. We sincerely thank everyone who contributed with content and made it possible to share the achievements, processes, and collaborative work developed throughout 2025. We wish you a 2026 full of new goals, inspiring projects, and many papers.

Communication Committee, IDOCAL



Research Institute of Personnel Psychology,
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Our web:

