

THE IDOCAL

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NEWSLETTER

THE IDOCAL BULLETIN

Doctoral Thesis Defense Felipe Bravo Duarte



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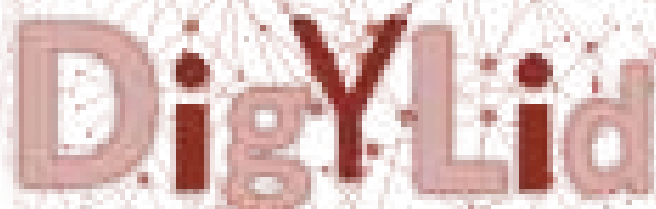
Research Institute of Personnel Psychol
Organizational Development
Quality of Working

DOCTORAL THESIS

Felipe Bravo Duarte

On July 16, Felipe Bravo Duarte successfully defended his doctoral thesis entitled "Telework Leadership: Analyzing and Training Competences for Improving the Performance and Well-being of Teleworkers," supervised by Professors Núria Tordera and Isabel Rodríguez.

The research is part of the Digylid project (<https://digylid.uv.es/>) and aimed to conceptualize, evaluate, and develop leadership competencies in teleworking contexts, with the aim of improving both the performance and well-being of teleworkers.

The logo for DigYLid is a circular emblem. It features a network of red dots connected by thin red lines, forming a complex web. Overlaid on this network is the text "DigYLid" in a bold, red, sans-serif font. The "Y" is slightly larger and more prominent than the other letters.

DOCTORAL THESIS

Felipe Bravo Duarte



The evaluation panel was chaired by Professors Marisa Salanova, Nuria Gamero, and Mario Martínez Córcoles. The defense concluded with valuable reflections on how to improve leadership competency assessment and training processes in the new remote and hybrid work environments.

CONFERENCE PARTICIPATION

Idocal Member at
International
Conference

Esther Villajos delivered the keynote at the International Conference on Digital Work and Well-being

Esther Villajos delivered the keynote titled Training Leaders for the Virtual Era: Effects on Well-Being and the Role of Gender at the International Conference on Digital Work and Well-being, under the theme "Reimagining Work, Empowering People: Well-being in a Digital Age", held on September 9 at Taylor's University. The keynote reviewed three research projects on telework and well-being, addressing topics such as work-family conflict, wFoMO, supervisor support, and remote leadership competencies.



CONFERENCE PARTICIPATION

Professor Montse Subirats participated in the EAIE 2025 in Gothenburg (Sweden)

Montse Subirats, Deputy Coordinator of Mobility for the Psychology Degree at the University of Valencia, participated from September 9 to 12 in the EAIE 2025 in Gothenburg (Sweden), an event that brought together more than 6,000 higher education professionals. During the conference, she held meetings with universities from Ireland, Turkey, Georgia, the Netherlands, and Belgium, exploring new opportunities for collaboration. Her participation made it possible to expand the international network of contacts, strengthen the institutional projection, and learn about innovative initiatives in mobility and internationalization. Internationalization is reaffirmed as a strategic pillar to enrich the training and opportunities of students and faculty at the University of Valencia.



RESEARCH STAY

Cristina Moavero's Research stay at IDOCAL

I'm Cristina, from Italy, and I'm currently in the second year of my PhD at the University of Palermo. I've just started my research period abroad here in Valencia. My main research interests focus on graduate employability—how we can better support students in becoming more employable and how to ease the often-challenging transition from university to the world of work. I look forward to sharing ideas and connecting with you all!.



NEW PUBLICATION

Safety climate, safety behaviors, and workplace accidents: What are the mechanisms? A multi-level lagged study

Brondino, M., Bazzoli, A., Peiró, J. M., & Pasini, M. (2025). Safety climate, safety behaviors, and workplace accidents: What are the mechanisms? A multi-level lagged study. *Journal of Safety Research*, 94, 459–468.
<https://doi.org/10.1016/j.jsr.2025.08.008>

SUMMARY

A new publication with the participation of José María Peiró explores the multilevel dynamics of occupational safety within organizations. The study analyzes how safety climates created by supervisors and coworkers shape workers' psychological processes—namely safety knowledge and motivation—and how these, in turn, predict safety-related performance outcomes, such as compliance, participation, and workplace accidents recorded one year later. Based on a two-wave dataset of 1,089 Italian employees across 143 teams, the research adopts a rigorous methodological approach, modeling group-level phenomena at the appropriate level and controlling for autoregressive effects. The findings provide partial empirical support for the proposed hypotheses and reveal differential relationships at both the individual and group levels. The study underscores the relevance of contextual and team-related factors in occupational safety management, emphasizing the value of adopting a multilevel perspective for both research and professional practice.

NEW PUBLICATION

Employability as antecedent of eudaimonic wellbeing at work: The mediating role of work meaningfulness

Davcheva, M., González-Romá, V., Le Blanc, P., Hernández, A., & Tomás, I. (2025). Employability as antecedent of eudaimonic wellbeing at work: The mediating role of work meaningfulness. *Journal of Vocational Behavior*, 162, 104170. <https://doi.org/10.1016/j.jvb.2025.104170>

SUMMARY

This study investigates how employability dimensions influence eudaimonic wellbeing at work (EWW), which is crucial for performance and health. It examines career identity, personal adaptability, social capital, and human capital in relation to personal growth at work and purpose in career. Work meaningfulness was hypothesized as a mediator, drawing on a worker-centric approach. Using a longitudinal design with 263 employees, path analysis revealed key findings. Career identity showed a positive, direct relationship with both EWW dimensions. Conversely, social and human capital were positively and indirectly related to EWW, mediated by work meaningfulness. Notably, personal adaptability demonstrated no direct or indirect link to eudaimonic wellbeing. The research advances theory by clarifying how and why employability, specifically career identity, social, and human capital, fosters EWW. Article Link: <https://doi.org/10.1016/j.jvb.2025.104170>



**NEW
PUBLICATION****Beyond the Conveyor Belt: The
Influence of Robotization on
Work Characteristics. A
Qualitative Study in
Manufacturing Companies**

Barrera, L., González-Romá, V., & Peiró, J. M. (2025). Beyond the Conveyor Belt: The Influence of Robotization on Work Characteristics. A Qualitative Study in Manufacturing Companies. *The Spanish Journal of Psychology*, 28, e16, 1–12. DOI: [10.1017/SJP.2025.10002](https://doi.org/10.1017/SJP.2025.10002)

SUMMARY

The increasing adoption of robots in organizations highlights a gap in understanding their impact on job characteristics. This qualitative study investigated how industrial robotization affects perceived work characteristics in manufacturing companies. Eighteen semi-structured interviews were conducted with production line workers and supervisors across four Spanish firms. Findings revealed benefits such as reduced physical demands, increased perceived skill variety, and improved social relationships. However, results were inconsistent for job complexity, task variety, and autonomy. The study suggests specific moderators that likely influence the relationship between robotization and certain work characteristics. It contributes to work design theory by providing empirical evidence on robotization as an antecedent of work characteristics. Additionally, it proposes several moderators for future research.

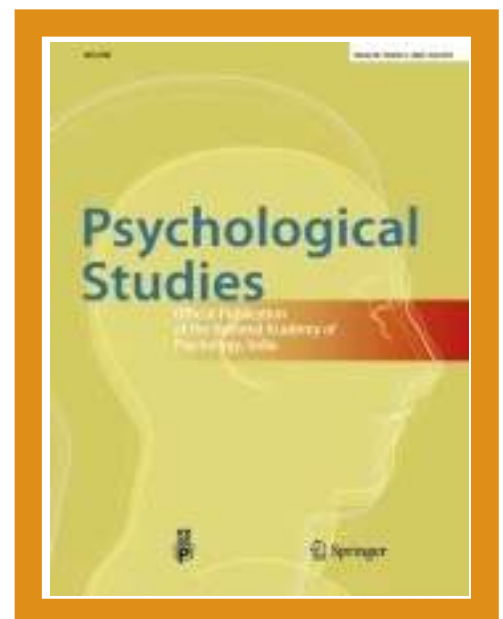


**NEW
PUBLICATION****How Does Goal Orientation
Affect Professionals' Change
Strategies Perception?**

Gruschka, N., Margaça, C., Mónico, L. and Ramos, J. (2025). How Does Goal Orientation Affect Professionals' Change Strategies Perception? *Psychological Studies*, 2025. <https://doi.org/10.1007/s12646-025-00843-4>

SUMMARY

Organizational change initiatives frequently fail. This failure is often attributed to neglecting the human perspective within the chosen implementation strategies. This study investigates professionals' perception of various change strategies, the relationship between goal orientation and these perceptions and the moderating influence of an innovative team climate on this specific relationship. An online survey was conducted with 104 professionals, and data analysis included descriptive statistics, correlations, and linear regression. The results indicate that an innovative team climate is the most significant factor influencing the perception of all three change strategies, rather than goal orientation dimensions. Furthermore, an innovative team climate moderated the relationship between performance goal orientation and both empirical-rational and normative-re-educative change strategies. This research provides new, valuable information on the effective deployment of change strategies and the successful implementation of transformation processes.



NEW PUBLICATION

Our latest research on organizational climates and safety is now published

Gamero, N., & Silla, I. (2025). Organizational time pressure and safety: Exploring the role of supportive and safety climates through a cross-level moderated mediation model. *International Journal of Manpower*, 5, 1-17. <https://doi.org/10.1108/IJM-10-2024-0693>

SUMMARY

Modern organisations face increasing time pressure, particularly in the road transport sector, which has an impact on safety. Adopting a systemic approach to safety, our study reveals how organisational time pressure can shift safety norms, weaken safety climate, and negatively affect employee satisfaction with safety. However, a strong organisational support climate acts as a powerful counterforce, helping to maintain safety boundaries and mitigate this negative influence. Our research highlights the complex interplay of multiple organisational climates in shaping safety. Prioritising supportive environments is essential for balancing productivity and safety within the organisational system.



NEW PUBLICATION

Engagement contagion from managers to employees: the role of eudaimonic well-being beliefs

Jalili, S., Martínez-Tur, V., Estreder, Y., & Fajardo-Castro, L. V. (2025). Engagement contagion from managers to employees: the role of eudaimonic well-being beliefs. *The International Journal of Human Resource Management*.
<https://doi.org/10.1080/09585192.2025.2559969>

SUMMARY

This study investigates how managers' eudaimonic well-being beliefs—the conviction that well-being comes from personal growth and contributing to others—shape their own work engagement and, through it, that of their employees. Conducted in organizations serving individuals with intellectual disabilities, the research highlights three key contributions:

Evidence of engagement contagion: managers' vigor and dedication positively influence employees' vigor and dedication.

Identification of eudaimonic well-being beliefs as a precursor of managers' engagement, particularly relevant in contexts where helping others is central.

Confirmation of a mediation process: managers' engagement serves as the bridge through which their beliefs foster employee engagement.

🔍 The findings emphasize that meaningful managerial beliefs are not only crucial for their own motivation but also a driving force for creating more engaged and committed teams—especially in organizations dedicated to supporting vulnerable groups.



NEW PUBLICATION

Buffered Cortisol Response to Stress in Patients With Epilepsy and Its Association With Memory and Quality of Life

Catalán-Aguilar, J., González-Bono, E., Villanueva, V., Hampel, K. G., Lozano-García, A., Hidalgo, V., Salvador, A., Tormos-Pons, P., & Cano-López, I. (2025). Buffered cortisol response to stress in patients with epilepsy and its association with memory and quality of life. *Neurology*, 105(7), e214103. <https://doi.org/10.1212/WNL.000000000000214103>

SUMMARY

This study examines the acute stress response integrity in adults with epilepsy and its relationship with affectivity, memory, and quality of life (QOL). Three groups were included: an experimental group (EG) of patients with epilepsy exposed to the Trier Social Stress Test (TSST) during a neuropsychological assessment; a control group of patients with epilepsy who underwent neuropsychological testing without stress exposure; and a healthy group (HG) also exposed to the TSST. The EG showed an abolition of the stress response and no differences with those not exposed to the TSST. The HG exhibited the expected cortisol response to stress with a rise in the AUCi, which contrasts with the decreases observed in both groups of patients, with and without stress. Cortisol production in the EG was related to lower seizure frequency and better memory retrieval and QOL. These findings could help clarify the underlying mechanisms of stress-epilepsy interaction.



NEW PUBLICATION

The influence of personal and contextual factors on knowledge sharing: a comparison of virtual communities of interest and learning communities

Sánchez, J., Peñarroja, V., Orengo, V., Zornoza, A., & González-Anta, B. (2025). The influence of personal and contextual factors on knowledge sharing: a comparison of virtual communities of interest and learning communities. *VINE Journal of Information and Knowledge Management Systems*.
<https://doi.org/10.1108/VJIKMS-05-2023-0125>

SUMMARY

This study examines how personal and contextual factors influence knowledge sharing across two types of virtual communities (VCs): VCs of interest and virtual learning communities. Using a survey of 261 participants, the results show that the type of VC moderates the influence of self-efficacy and perceived relative advantage. Specifically, self-efficacy is more influential in VCs of interest, while perceived relative advantage is a stronger determinant in virtual learning communities. In contrast, social identification has a similar influence in both VC types, and the norm of reciprocity was not found to be significant in either.



NEW PUBLICATION

Digitalization and integrated employment for persons with intellectual disabilities

Fajardo-Castro, L. V., Martínez-Tur, V., Moliner, C., Lira, E., & Gracia, E. (2025). Digitalization and integrated employment for persons with intellectual disabilities. *Research in Developmental Disabilities*, 164, 105070. <https://doi.org/10.1016/j.ridd.2025.105070>

SUMMARY

💡 Digitalization is not a barrier — it's an opportunity!
How can technology reshape the way persons with intellectual disabilities access and thrive in integrated employment?

📖 A new study explores exactly this:

✨ What the research found:

Digitalization opens doors to new professional profiles and workplace opportunities.

It can reduce barriers and foster greater autonomy for employees with intellectual disabilities.

Building digital and soft skills is key to making inclusion sustainable.

Training and support in digital competencies empower people and teams.

Collaboration among employers, families, public administration, and the third sector is essential.

🌍 The takeaway? Digitalization is not just about technology — it's about creating a more inclusive and fair world of work where everyone's potential can shine.



NEW BOOK CHAPTER

Work and Organizational Psychology for Inclusive Employment

Martínez-Tur, V., Estreder, Y., & Fajardo-Castro, L. V. (2025). Using Work and Organizational Psychology to Expand Opportunities and Access to the Labor Market for Persons With Disabilities. In J. B. Olson-Buchanan, J. C. Scott, & L. Foster (eds.), *Sustainable Development Through the World of Work: Translating Insights from Organizational Psychology*. Oxford Academic. <https://doi.org/10.1093/9780197786161.003.0004>

SUMMARY

This chapter examines the role of Work and Organizational Psychology (WOP) in expanding opportunities for the labor market inclusion of persons with disabilities through integrated employment. Three main contributions are highlighted:

Promoting a cultural shift by studying and supporting inclusion climate and inclusive leadership.

Applying microtheories such as demands-resources and self-determination to understand individual mechanisms that explain integrated employment and its outcomes.

Designing and evaluating practical interventions, such as supported and customized employment, that directly foster labor market inclusion.

The chapter synthesizes conceptual developments, empirical evidence, and practical implications, demonstrating the potential of WOP to contribute to a more inclusive and sustainable future of work.



IDOCAL MEMBERS NEWS

Prof. Vicente González-Romá participated in the Editor Search Committee for the Journal of Applied Psychology

Last academic course, Prof. Vicente González-Romá was invited to serve as a member of the committee that assisted the APA Publications and Communications (P&C) Board in the nomination of the next editor of the Journal of Applied Psychology (JAP). The Editor Search Committee was chaired by Prof. Steve Kozlowski. The committee reviewed the candidacies received and made recommendations to the APA P&C Board. Finally, this Board decided to nominate Prof. Mo Wang as the next JAP editor. The IDOCAL Research Institute is sure that Prof. Wang will contribute to strengthening the quality of JAP as premier scientific journal in our field.



IDOCAL MEMBERS NEWS

Prof. Vicente González-Romá was invited by the Dutch Research Council to assess research projects

Last academic year, our colleague and Idocal member, Prof. Vicente González-Romá, was invited by the Dutch Research Council to participate in the pre-assessment phase of the Social Sciences and Humanities Open Competition M 2024 (Behavior & Education panel). This program funds free, curiosity-driven research with a primary social and/or humanities research question. Prof. Vicente González-Romá evaluated nine research projects, whose overall level of quality and innovativeness was good. This bodes well for the future of the field in the Netherlands.



IDOCAL MEMBERS NEWS

Prof. Vicente González-Romá, member of the Advisory Board of the Consortium for the Advancement of Research Methods & Analysis (CARMA)

Our colleague and member of Idocal, Prof. Vicente González-Romá, has been invited to serve on the Advisory Board of CARMA. CARMA was founded in 1997 by Prof. Larry Williams, who is the current CARMA director. Since then, CARMA has been providing seminars, courses, tutorials and many other resources to support the management research methods community (<https://carmattu.com/>). Prof. González-Romá has also contributed to this effort by teaching online seminars on multilevel modeling. The Advisory Board will help Prof. Williams manage CARMA in the next two years. If you are a management/organizational researcher, CARMA can help you develop your research skills.



NEWS

The Erasmus Mundus Master in Work, Organizational and Personnel Psychology joins the Go2UNIS Network

The Master EM WOP-P (www.erasmuswop.org), coordinated at the Universitat de València, is proud to join the Go2UNIS Network in partnership with Go2RAIL – Travel Together, to pursue more sustainable mobility. Go2RAIL is a non-profit tech startup promoting sustainable, social, and smart travel among European exchange students! 🚂💬

Through Go2RAIL's innovative grouping technology, students can easily connect with others traveling on the same route, making train journeys across Europe more enjoyable, affordable, and eco-friendly.

Let's empower our students to explore Europe together – the sustainable way. 🌱

🔗 Learn more: www.go2rail.eu

🔗 Follow: Go2RAIL – Travel Together on LinkedIn





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