THE IDOCAL
NEWSLETTER

THE IDOCAL BULLETIN

Inclusive Leadership and Authenticity at Work Among South African Professionals of Colour: The Role of Psychological Safety and Gender
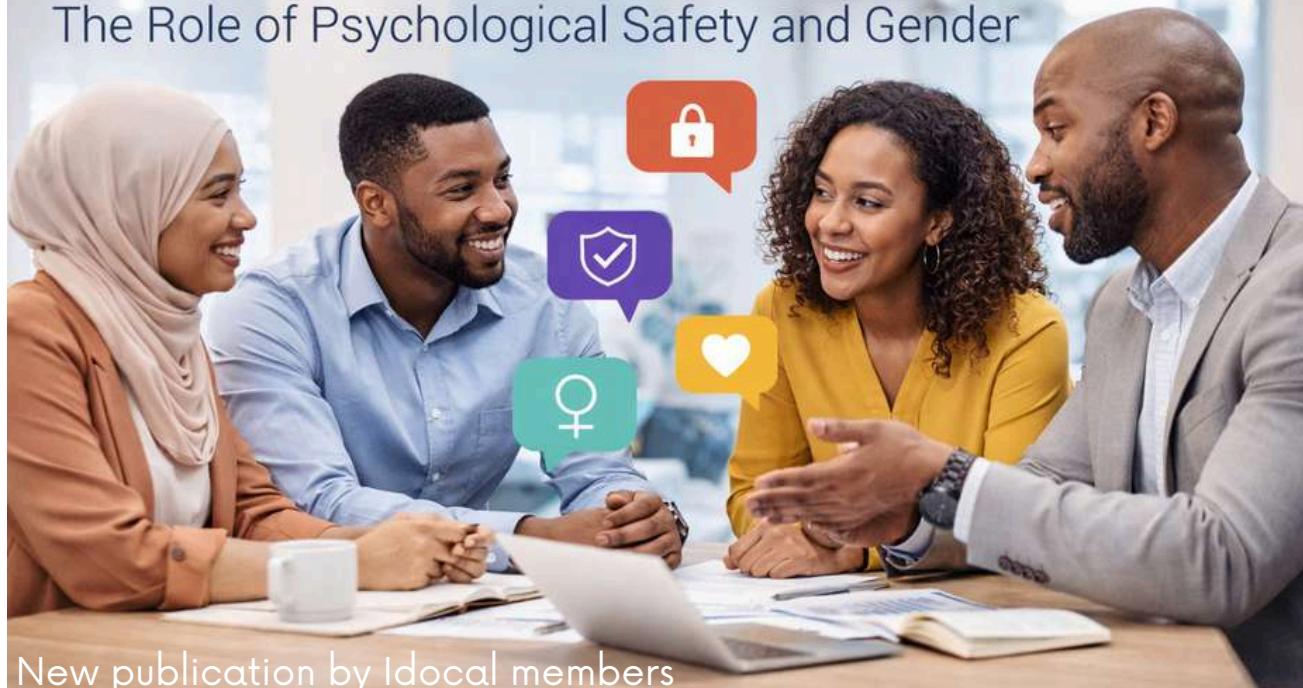
New publication by Idocal members

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

RESEARCH STAY AT IDOCAL

My name is Raquel Salcedo Gil, and I'm originally from Logroño. I studied Psychology in Salamanca, completed my degree in the United States, and later moved to the Netherlands to pursue a Master's in Learning and Development in Organizations at Maastricht University. I am currently (hopefully!) in the final stretch of my PhD at Eindhoven University of Technology. My doctoral research explores how the introduction of robots, particularly in manufacturing contexts, reshapes work characteristics and how organizations can better support employee adaptation to working with robots. Outside academia, you'll usually find me on a tennis court, cooking, or eating (isn't that a good combination?).

I'll be around until the end of February and look forward to meeting you all.

COURSE
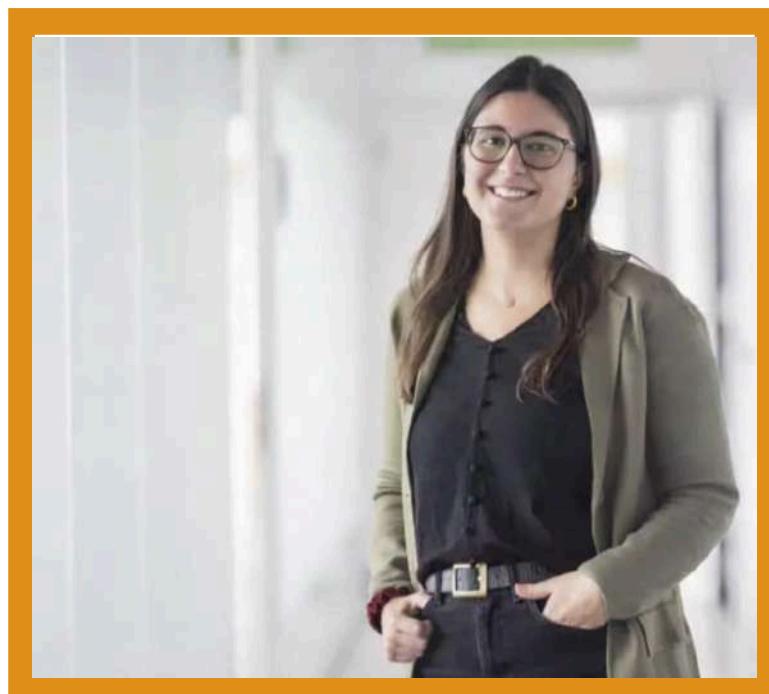
On January 22, 23, and 26, our colleague, Professor González-Romá, taught an online course on "Multilevel Modeling with SPSS" to a group of professors from the Department of Business Administration at Istanbul Bilgi University (Turkey). The course began with an explanation of the logic behind these models. A sequence of increasingly complex models was then explained: from a basic model with random intercepts that allows for the decomposition of the variance of the dependent variable, to a model that includes predictors at different levels and random intercepts and slopes. Finally, the course explained how to estimate these models using SPSS and included exercises in defining multilevel models adapted to different research questions.
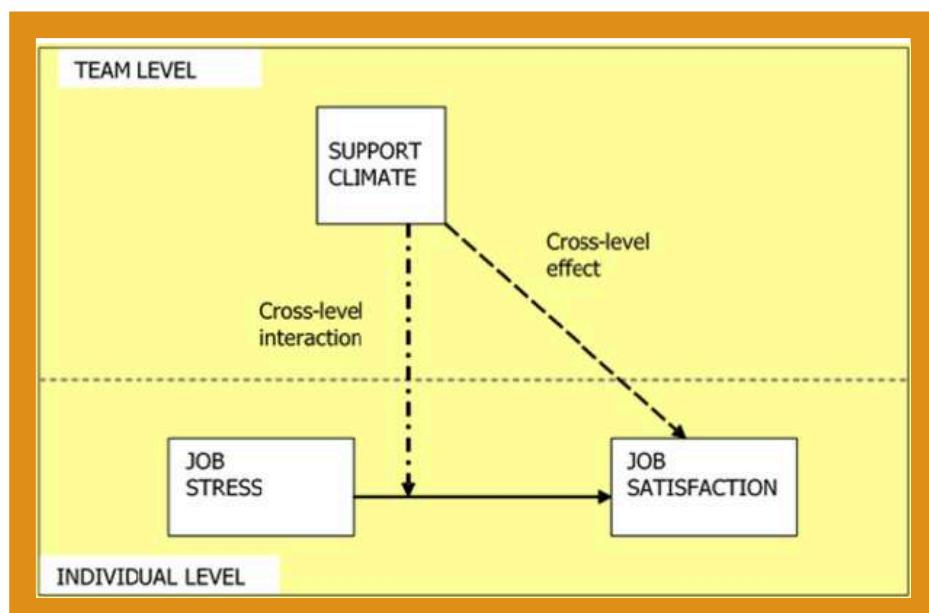
NEW PUBLICATION

FOURCHAT: intervention aimed at promoting the critical use of ChatGPT in university

SUMMARY

The FOURCHAT intervention promotes critical and responsible use of ChatGPT among university students.
Using an experimental intervention, it combines theoretical training with hands-on verification activities.
Students learn to evaluate ChatGPT outputs, detect errors, and question biases.
Results show a significant increase in data verification behaviors and reduced blind trust in the tool.
Digital responsibility and analytical thinking emerge as key educational outcomes.
The study suggests that ethical integration of AI requires empowering students, not restricting tools.
Rather than focusing on plagiarism detection, institutions should build critical digital literacy.
Human judgment and critical awareness become essential for meaningful academic use of AI.

FOURCHAT PROJECT
Teaching Responsible AI Use in Universities

Think Critically — Verify Information — Question Biases

From Blind Trust ➡ To Critical Thinking

Fact-Checking Skills — Digital Responsibility — Ethical AI Use

Empowering Students for the AI Era
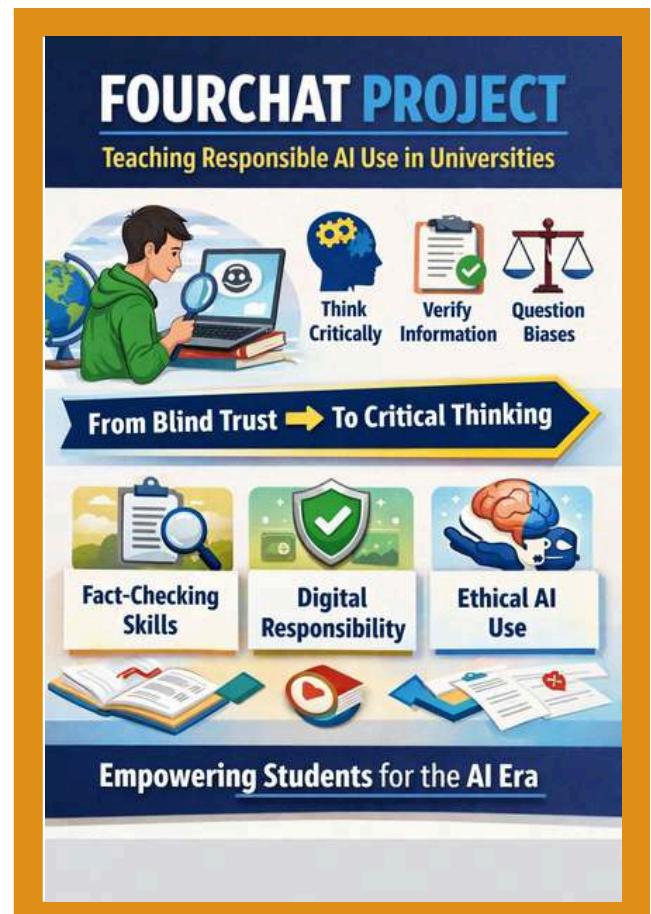
NEW PUBLICATION

Unfinished tasks at work impair sleep quality through the negative emotions they induce

SUMMARY

A diary study in which Idocal member Prof. González-Romá participated showed that those work tasks that we do not finish on a given day impair sleep quality on the following days because they induce negative emotions. This study uncovers a mechanism that helps understand why unfinished tasks are related to sleep quality. It also suggests strategies to mitigate this dysfunctional mediated relationship, such as time management skills training, adequate role expectations, and cognitive reappraisal. The study was recently published online the journal Anxiety, Stress, & Coping
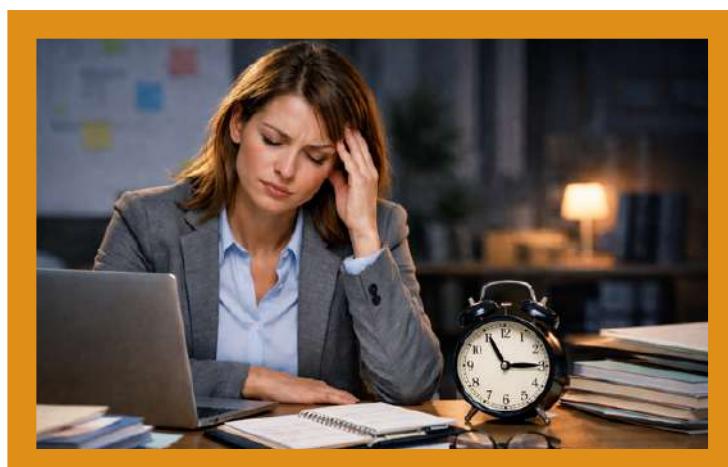
NEW PUBLICATION

Job precariousness and mental health: the moderating role of age.

SUMMARY

This study examines how multidimensional job precariousness affects the mental health of working people in the Valencian Community. Using the EPRES and GHQ-12 scales, significant correlations were identified between mental health and dimensions such as wages and vulnerability. Although overall precariousness negatively affects working people of all ages, age was found to act as a moderating variable. The impact of low wages on psychological well-being is significantly stronger among young working people. In contrast, this negative effect is almost non-existent among older working people, suggesting greater resilience or access to resources. The results indicate that wage-related precariousness generates differential vulnerability that decreases as age increases. It is concluded that a generational perspective should be integrated into the assessment of psychosocial risks and preventive policies. The study provides preliminary evidence to inform the design of Public Health measures aimed at specifically protecting the mental health of young people.

NEW PUBLICATION

Validation of the Nursing Stress Scale: Current Stressors in the Health Care Environment in the USA and Spain

SUMMARY

The study aimed to adapt and validate the Nursing Stress Scale. The adaptation consists of 2 main aspects: (1) including stressors that arose during the COVID-19 pandemic and remain and (2) reducing the length of the scale. This cross-sectional study was conducted in 2 countries: Spain and the United States. The invariant structure of the 5 dimensions of the scale has been tested through a multigroup confirmatory factor analysis (CFA), using a sample of 660 nurses. Results supported the construct, the discriminant and the convergent validity, and the invariant structure of the 5 dimensions of the questionnaire. Internal consistency of the scale was verified. This scale is a valuable tool for quickly and reliably assessing current stressors for nurses.

NEW PUBLICATION

Inclusive leadership and authenticity at work among South African professionals of colour: The role of psychological safety and gender

SUMMARY

This study examined the relationship between inclusive leadership and authenticity at work in racial minority groups of South Africa, taking into account the mediating role of psychological safety and the moderator role of gender. The sample was composed of 94 employees predominantly working in the professional services sector from South Africa, who self-identified as racial minority groups. Results indicate that psychological safety fully mediates the relationship between inclusive leadership and authenticity at work. Regarding the moderation effect of gender, results showed that males are more likely to diminish their self-alienation when levels of psychological safety are higher.

Inclusive Leadership and Authenticity at Work Among South African Professionals of Colour: The Role of Psychological Safety and Gender

NEW BOOK CHAPTER

Development of competences and attitudes towards sustainability in higher education: a proposed intervention

SUMMARY

Our colleagues Esther Villajos and Paco Gracia have contributed a book chapter entitled Development of Competences and Attitudes Towards Sustainability in Higher Education: A Proposed Intervention, included in the book published by the University of Valencia, Universities That Transform: Sustainability and Transfer in Action, coordinated by Alfredo Juan Grau Grau and others. In recent years, sustainability in all its dimensions has become a key pillar of our daily lives, going beyond legal requirements to become a social demand and a moral obligation. In this context, higher education plays an essential role in training future professionals, equipping them with the competences and attitudes needed to act as agents of change through an intervention approach grounded in organizational psychology and human resources.
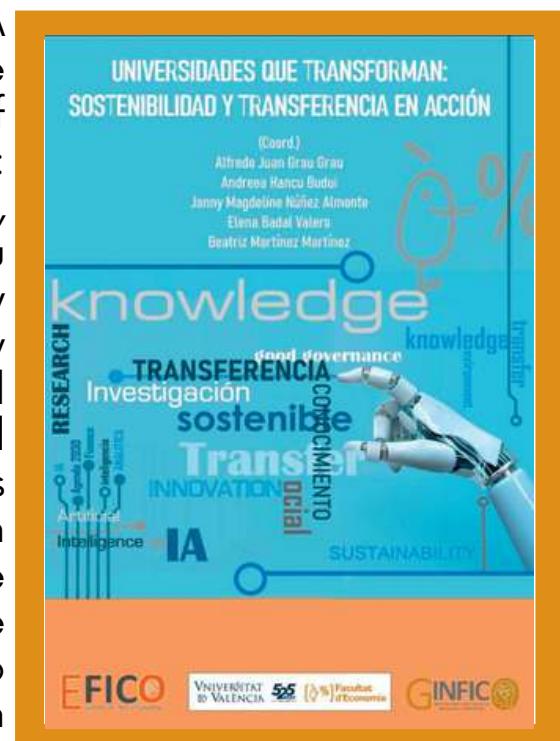
UNIVERSIDADES QUE TRANSFORMAN: SOSTENIBILIDAD Y TRANSFERENCIA EN ACCIÓN

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ACKNOWLEDGMENTS

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