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THE IDOCAL

# NEWSLETTER

THE IDOCAL BULLETIN



XIXth Winter School 2025-2026 EMJMD in WOP-P

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**NEWS:** Winter school, WOP students and conference.

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

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# RESEARCH STAY AT IDOCAL

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Irina Uglanova

I came here for a one-month research stay from Germany, where I'm working on my PhD at the Leibniz Institute for Science and Mathematics Education. I live in Kiel, a small city in the far north of Germany on the Baltic Sea, and I'm very happy to spend this month near the warmer Mar Mediterraneo. Three years ago, I moved from Moscow to Kiel to begin researching on careless responding in surveys. When people take part in a survey, do they always read each statement carefully and respond thoughtfully? Since the answer is often "not really," I focus on how I can detect this behavior using statistical tools and psychometric models. Now, together with Ana Hernández and Inés Tomás, I'm exploring whether respondents become less attentive toward the end of a survey and how different detection items may affect their behavior.

In my spare time, I like swimming, knitting, and reading (non-scientific!) books. I also enjoy being outdoors, hiking and birdwatching. I'll be here until the end of February, and I'd be glad to stay in touch afterwards as well.



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## RESEARCH STAY AT IDOCAL

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I'm Ottavia Damian, a Phd student from Verona University, Italy. I'm an environmental psychologist and I work with environments, both natural and built ones, and their relationship with individuals and societies. My research is titled: "Valorization of state property resources in the area. Starting from an experiment on the Poveglia island, a bottom up path for the definition of population involvement tools and the evaluation of their impact" and I'm focusing on the regeneration of public natural spaces, using a participatory approach in order to develop tools to measure the efficacy of valorization bottom-up processes. I'm studying two cases: Isola di Poveglia, an island in the Venice lagoon in Italy, and Gole della Breggia Park, a geopark in the south of Switzerland.



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## RESEARCH STAY AT IDOCAL

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I am Giuditta Cusimano, a second-year doctoral student in Technologies and Methods for University Education and a psychologist at the University of Palermo (Italy). My research focuses on employability and the transition of university students from university to the world of work, with a special focus on skills development and innovation in educational processes. The study experience in Valencia represents a valuable opportunity for academic growth and international exchange for me.



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## NEWS

### XIXth Winter School “Robert Roe & Bernhard Wilpert” launches In-Residence Phase in Gandia

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In the last, February 8th, we kicked off the in-residence teamwork phase of the XIXth Winter School “Robert Roe & Bernhard Wilpert”, a key international experience within the Erasmus Mundus Master in WOP-Psychology.

The Winter School provides significant added value to the program by offering an intensive and collaborative learning experience that supports both academic and personal development. It brings together students from diverse cultural backgrounds, promoting intercultural understanding and teamwork. It also allows participants to interact with internationally renowned experts, facilitating access to the most recent advances in research and practice in Work and Organizational Psychology.

The program encourages critical thinking and the practical application of knowledge, contributing to the development of essential competencies for students’ future professional careers.

This program has been designed to facilitate the connection between theory and practice and to strengthen professional competencies in Work and Organizational Psychology. To this end, the Winter School is structured around five main modules: Ethics & Fairness Seminar, Contextual Factors Forum, State of the Art – Rapid Evidence Assessment, Design Intervention, and Intervention Implementation Workshop.

Continue...

## NEWS

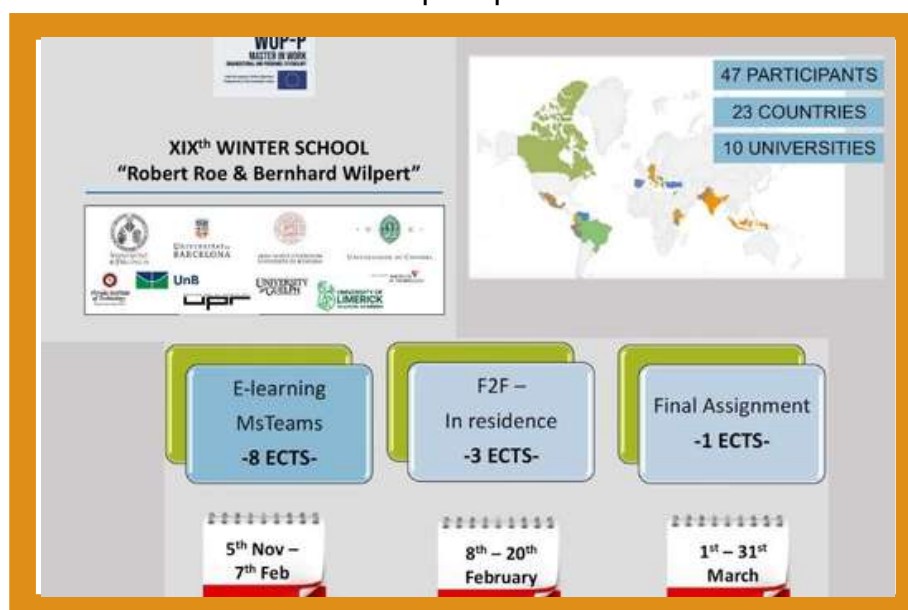
### XIXth Winter School “Robert Roe & Bernhard Wilpert” launches In-Residence Phase in Gandia

During this XIXth edition of the Winter School, there were 47 participants coming from 23 nationalities and 10 universities, including the four consortium universities—Universitat de València, Universitat de Barcelona, Alma Mater University of Bologna and Universidade de Coimbra, —as well as partner institutions such as Illinois Institute of Technology, Florida Institute of Technology, University of Brasília, University of Puerto Rico, University of Guelph, and University of Limerick.

During two weeks, students worked at the Universitat de València’s International Centre of Gandia. Working in multicultural teams, participants will exchange knowledge, skills, and perspectives to design an intervention project in Work, Organizational, and Human Resources Psychology, supported by internationally recognized professors.

At IDOCAL, we continue to support innovative, international, and collaboration-based education as a driving force for academic and professional development.

An experience that connects people, science, and the future.



## NEWS

### Leadership learning-service activity connects master's and undergraduate students at the Universitat de València

On February 19th–20th, 2026, students from the Erasmus Mundus Master in Work, Organizational and Personnel Psychology (WOP-P) delivered leadership seminars to Psychology undergraduate students at the Faculty of Psychology and Speech Therapy of the Universitat de València.

The activity took place in an international and multicultural environment, promoting knowledge exchange. Master's students designed creative and original proposals to reflect on what good leadership is, how it can be assessed, and how it can be developed. Interactive activities and small-group discussions fostered critical reflection, meaningful debate, and shared learning.



## NEWS

### Valencian Society of Psychology held a conference of analysis and debate on the phenomenon of bilingualism/multilingualism

On 24 February, the Valencian Society of Psychology held a conference of analysis and debate on the phenomenon of bilingualism/multilingualism. The event took place at the Faculty of Teacher Training of the Universitat de València. In the first part, specialists from the Faculty of Psychology and Speech Therapy, Ferran Suay y Lerma and Ismael Díez y Calatrava, presented the characteristics of bilinguals and how to capture this sociolinguistic phenomenon in the educational system. Next, members of various schools (CEIP Maicas, CEIP Horta Major and Escola Gavina COOPV) discussed the sociolinguistic situation of Valencian schools. In the afternoon, there was a session to organize and optimize educational programs within a multilingual framework. Also, on behalf of the Multilingual Education Unit of the University of Valencia, the results of the report about the consultation carried out in educational centers last year by the Ministry were presented. The interventions highlighted the presence of bilingualism or multilingualism in Valencian society and the need for research from different scientific disciplines to find the best situations for all citizens.



## NEW PUBLICATION

Inclusive  
Climates  
Engagement  
workers

Intergenerational  
contribute  
among  
older

Gomes, P., Miguel, I., & Hernández, A. (2026). Intergenerational Climate and Work Engagement: The Mediating Role of Perceived Age Discrimination in a Sample of Older Workers. *Journal of Intergenerational Relationships*, 24 (1), 19-37. <https://doi.org/10.1080/15350770.2024.2353639>

## SUMMARY

As people work longer and organizations bring together multiple generations, it is important to understand how age dynamics shape work experiences. We examined how intergenerational climate relates to work engagement among workers aged 45 and over, and whether perceived age discrimination plays a mediating role. Based on a Portuguese sample, the findings show that whereas inclusive and emotionally positive intergenerational climates drive lower perceptions of age discrimination, negative generational stereotypes increase perceived discrimination. Although intergenerational inclusiveness and affect positively relate to work engagement, contrary to expectations, age discrimination did not mediate this relationship. Nevertheless, the results highlight the importance of fostering inclusive intergenerational workplaces



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**NEW  
PUBLICATION**Review of the Dutch Boredom  
Scale

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Peñalver, J., Villajos, E., & Pérez-Nebra, A. R. (2026). Dutch Boredom Scale. *Occupational Medicine*, 00, 1–2. <https://doi.org/10.1093/occmed/kqag009>

**SUMMARY**

The article talks about workplace boredom as an important occupational health issue, linked to depression, reduced work ability, and other negative outcomes. It also presents the Dutch Boredom Scale (DUBS) as a brief and valid tool to measure job boredom and explains its relationship with burnout and employees' well-being.



## NEW PUBLICATION

The influence of unfinished tasks on subjective ease of falling asleep via negative emotions at work: a diary study

Kovalchuk, L. S., González-Romá, V., Balducci, C., Molinaro, D., & Spagnoli, P. (2025). The influence of unfinished tasks on subjective ease of falling asleep via negative emotions at work: A diary study. *Anxiety, Stress, & Coping*. <https://doi.org/10.1080/10615806.2025.2601226>

## SUMMARY

A multilevel study in which our IDOCAL colleague Vicente González-Romá participated showed that unit-level Perceived Organizational Support (POS) serves as a contextual moderator for the relationship between individual-level POS and job satisfaction. The results show that individual POS is more salient and influential in work units with low (vs high) shared POS, probably because employees in these units cannot count on their organization to deal with support-related negative events. This shows that the attitudinal consequences of POS are not solely a function of individual POS beliefs, but also of the shared support context in which those beliefs are formed and evaluated.



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## EDITOR'S NOTE

Hace un año comencé a editar nuestra newsletter, acompañada de una Comisión de Comunicación sumamente trabajadora y comprometida.

Hoy quiero aprovechar este momento para agradecer la oportunidad y, especialmente, a cada persona que envía notas, comparte información y hace posible cada edición. También agradezco profundamente a quienes se toman el tiempo de leer el boletín; sin ustedes, este esfuerzo no tendría sentido.

Gracias a quienes me han escrito o enviado un mensaje con un "¡Enhorabuena!" sobre el trabajo de la newsletter. Esos gestos motivan muchísimo.

Gracias también por presentarme con los nuevos doctorandos o visitantes. Muchas veces, cuando saludo o me presento, me dicen: "¡Tú eres Harlen, la de la Newsletter!"... y no puedo evitar sonreír 😊.

Gracias por hacer de este espacio algo vivo y compartido. Que sigamos construyendo una newsletter cargada de homenajes, buenas noticias y mucha alegría compartida.

Con gratitud,

Harlen

A year ago, I began editing our newsletter, accompanied by a very hardworking and committed Communication Committee.

Today I want to take this moment to thank you for the opportunity and, especially, each person who sends notes, shares information, and makes each edition possible. I also deeply appreciate those who take the time to read the bulletin; without you, this effort would not make sense.

Thank you to those who have written to me or sent a message saying "Enhorabuena" about the work on the newsletter. Those gestures are very motivating.

Thank you as well for introducing me to new doctoral students or visitors. Many times, when I greet or introduce myself, they say: "You're Harlen, the one from the Newsletter!"... and I can't help but laugh 😊.

Thank you for making this space something alive and shared. May we continue building a newsletter full of tributes, good news, and shared joy.

With gratitude,

Harlen

## ACKNOWLEDGMENTS

Esther Villajos Girona  
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Raquel Salcedo Gil  
Vicente González Romá

## EDITOR

Harlen Alpízar-Rojas

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