

NEWSLETTER

THE IDOCAL BULLETIN



José María Peiró, elected President of the Academy of Psychology of Spain

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NEWS

José María Peiró, elected President of the Academy of Psychology of Spain

At IDOCAL, we are delighted to congratulate JOSE M PEIRO on his election as President of the Academy of Psychology of Spain

This appointment is a well-deserved recognition of an outstanding academic and scientific career with a strong international impact.

As Emeritus Professor at the Universitat de València and a leading scholar in work, organizational, and personnel psychology, Professor Peiró has made an extraordinary contribution to our field.

His election is a source of pride for our academic community and for all of us at IDOCAL.

Congratulations on this important and well-earned achievement!



NEWS

José María Peiró participates in the 25th San Prudencio Foundation Congress on Occupational Safety and Health.

Professor José María Peiró, Emeritus Professor at the University of Valencia, participated in the 25th Congress on Occupational Safety and Health organized by the San Prudencio Foundation, held in Vitoria-Gasteiz. During his intervention, he presented the paper titled: "Unpacking the increase in temporary disability leave in Spain: Long duration, recurrence, and diagnoses."

The congress brought together specialists and professionals to discuss current challenges in occupational safety and health. Peiró's participation provided a key scientific perspective for understanding the evolution of absenteeism and its implications for organizations and social protection systems.



NEWS

José María Peiró participates in the 27th Technical Conference on Occupational Risk Prevention and PREVER Awards 2025

Professor José María Peiró, Emeritus Professor of Social Psychology at the University of Valencia, participated in the 27th Technical Conference on Occupational Risk Prevention and Corporate Social Responsibility – PREVER Awards 2025, held in Puertollano (Ciudad Real, Spain). During his intervention, he presented the talk titled “Key factors for interpreting the increase in work disability in Spain.”

The conference brought together experts and professionals in the field of prevention to discuss current challenges in occupational safety and health. Peiró’s participation provided an important scientific perspective on the analysis of workplace absenteeism.



INTERNSHIP SEMESTER AT IDOCAL

Greetings Everyone!

My name is Samreen Najeeb and I belong from Islamabad, which is the capital city of Pakistan. I pursued my undergraduate studies in Applied Psychology from Quaid-I-Azam University (QAU) and National University of Modern Languages (NUML) in Pakistan and graduated with distinction, semester wise scholarships and a gold medal. After this I worked for four years at the Virtual University of Pakistan as an Instructor Psychology.

I moved to Valencia in 2024 after being awarded the Erasmus Mundus E+ scholarship to pursue the joint master's degree in Work, Organizational and Personnel Psychology at the University of Valencia. My master thesis is a longitudinal study which focuses on Teleworker's Remote Time Management Skills and Well-Being and looks at how employers can improve the quality of working life for these employees. I have joined Idocal for my final semester internship where I will be working on the extended version of my master thesis till July 2026.

Outside Academia, I am an introvert, a turtle lover (yes I miss my two pet turtles back home), a social media activist and love to learn about new technologies and artificial intelligence systems. I have strong literary side to me as well which led me to publish eight fictions poems until now. You can find me wondering around the old side of Valencia, enjoying Valencian Folklore dances and living my Shakespearean dream!



CONFERENCE

A necessary conversation on Psychology and AI

On March 10, we held at the Faculty of Psychology and Speech Therapy of the University of Valencia a lecture by Ana Jiménez Castellanos on the new role of Psychology in the age of AI

Thank you, Ana, for a brilliant and rigorous talk that invited us to reflect on limits, evidence, responsibility, and impact. Among the ideas shared, the importance of resonance stood out as one of the keys to thinking about the relationship between people, technology, and well-being. Thank you as well to everyone who attended for their interest and for enriching the event with their questions and contributions

We will continue fostering the necessary conversations to place Psychology at the centre of the debate on AI. No. 37 gave us a great deal to think about in this regard...



NEW PUBLICATION

Bouckaert, Y., González-Romá, V., & Hofmans, J. (2026). Watch and repeat: The within-person dynamics underlying witnessed incivility and instigated incivility. *Journal of Occupational and Organizational Psychology*, 99(1), e70096. <https://doi.org/10.1111/joop.70096>

SUMMARY

A two-study article coauthored by our IDOCAL colleague Vicente González-Romá (Bouckaert et al., 2026, JOOP, <https://bpspsychub.onlinelibrary.wiley.com/doi/10.1111/joop.70096>) examines how witnessing incivility prompts bystanders to engage in incivility themselves. Results showed that higher levels of witnessed incivility positively predicted subsequent changes in mental and emotional work fatigue, as well as changes in instigating incivility. By considering the role of bystanders, this research advances our understanding of low-intensity forms of vicarious mistreatment in the workplace, demonstrating that even indirect exposure to incivility can deplete employees' mental and emotional energetic resources and contribute to the development of toxic work environments.

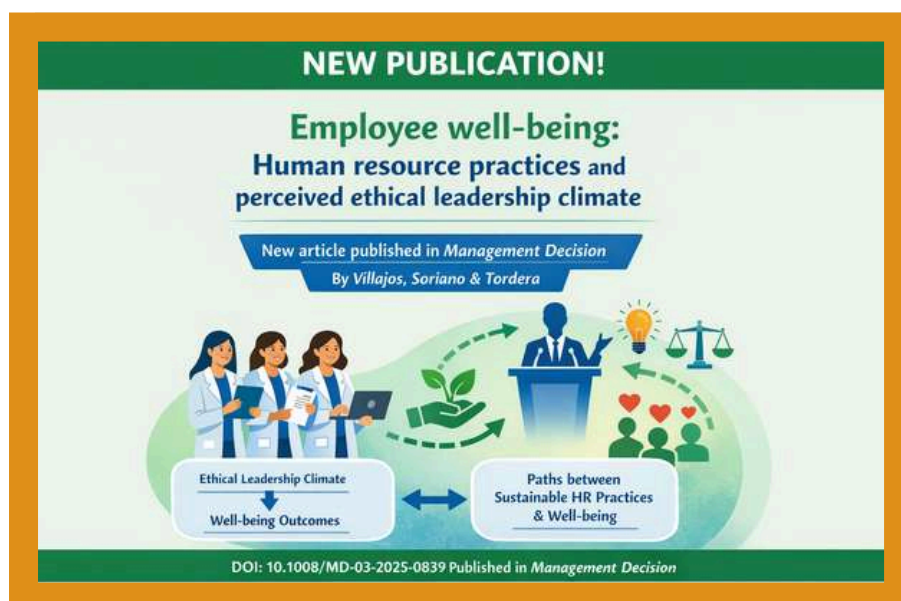


NEW PUBLICATION

Villajos E., Soriano A., & Tordera N. (2026), "Employee well-being: human resource practices and perceived ethical leadership climate". *Management Decision*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/MD-03-2025-0839>

SUMMARY

Our colleagues from IDOCAL Esther Villajos, Aida Soriano and N ria Tordera have published a new article in *Management Decision* in which they analyze the mediating role of the perceived ethical leadership climate in the relationship between sustainable HR practices and different types of well-being. Different pathways were identified to explain the relationship between different types of bundles and different types of hedonic and eudaimonic well-being.



DOCTORAL THESIS DEFENSE

Nina Jonczyk

On March 2, Nina Jonczyk successfully defended her doctoral thesis “Working with Robots as a Double-Edged Sword: Implications for Work Design, Work Meaningfulness, and Job Satisfaction”, carried out within the Prometeo project. The thesis was supervised by Professors Vicente González-Romá and José María Peiró Silla.

The research examines how interacting with robots shapes employees’ work experiences and job satisfaction, highlighting both positive and challenging relationships, as well as the role of interindividual differences.

The examination committee was composed of Professors Ana Zornoza, Eva Lira, and Miguel Ángel Mañas. The defense concluded with a discussion of the thesis’s theoretical contributions and practical recommendations for supporting organizations in the effective implementation of robotics.



DOCTORAL THESIS DEFENSE

Hiacynta Warsicka

On March 10th, Hiacynta Warsicka successfully defended her doctoral thesis entitled "Understanding Employee Resources: The Role of Trait and State Self-Control in Burnout Prevention and Work Ability Enhancement" supervised by Professor José M. Peiró and Professor Aida Soriano.

The research examines the role of self-control, both as a stable individual trait and a dynamic situational state, in explaining employee functioning in contemporary work environments. Overall, the findings highlight the importance of distinguishing between stable and situational psychological resources in understanding employee well-being and work functioning. In particular, the results demonstrate the central and dynamic role of state self-control in predicting burnout and work ability in modern work contexts



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