

THE IDOCAL

# NEWSLETTER

THE IDOCAL BULLETIN



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

# DOCTORAL DISSERTATION

Pablo Rivas Díaz



On May 12, the doctoral thesis defense of Pablo Rivas-Díaz took place. The thesis, entitled "The Cortisol Awakening Response in Cognitive Aging: The Role of Psychological and Genetic Factors", was supervised by Dr. Alicia Salvador, Dr. Vanesa Hidalgo, and Dr. Noemí San Miguel Segura. The thesis was awarded the highest distinction, Excellent Cum Laude, and also received the International Mention.

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## DOCTORAL DISSERTATION

Daniela Batallas Ureña

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On May 15, Daniela Batallas Ureña defended her doctoral thesis entitled "Biopsychosocial Predictors of Cognitive Functioning: A Focus on Stress, Loneliness, and Physiological Regulation in Young Adults", supervised by Dr. Alicia Salvador and Dr. Vanesa Hidalgo. The thesis also received the highest distinction, Excellent Cum Laude, together with the International Mention.

# CONFERENCE

## XVI Scientific Conference of Research in Human Resources Psychology



On 25–26 June 2026, the Faculty of Psychology at the University of Valencia will host the XVI Scientific Conference of Research in Human Resources Psychology, organized by IDOCAL in collaboration with the University of Seville.

Under the theme Human-Centered Digital Transformation: Generative AI, Inclusion and Employee Well-Being, the conference will bring together researchers and doctoral students to discuss current challenges related to generative AI, innovation, leadership, inclusion, and employee well-being in the context of digital transformation.

The event will feature scientific symposia, a keynote lecture, and opportunities for academic exchange and collaboration.

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**VISITING  
PROFESSOR**

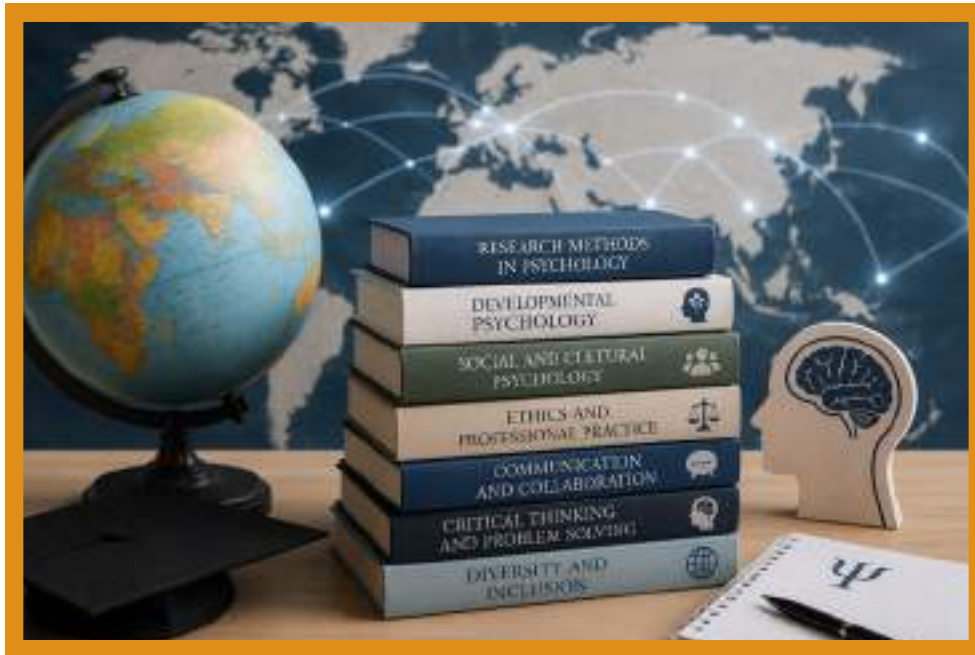
Remus Ilines



I am a Professor in the Department of Management and Technology at Bocconi University in Milan. My current research focuses on employee well-being and positive experiences at work, with a particular interest in how people can actively shape and sustain their well-being through everyday interactions and experiences. I am excited to be spending part of my sabbatical leave at the University of Valencia and IDOCAL, where I will be working with Vicente on a longitudinal dataset and, hopefully, collaborating with other colleagues who share an interest in these topics to develop and conduct new research projects. Outside of work, I enjoy traveling and eating good food, and staying active—cycling in the summer and skiing in the winter.

## NEWS

# A new international benchmark for psychology education



The American Psychologist Journal has published the article “International Competences for Undergraduate Psychology (ICUP): A Constructive Shift for Psychology?”, the result of collaboration between more than 120 specialists from 47 countries.

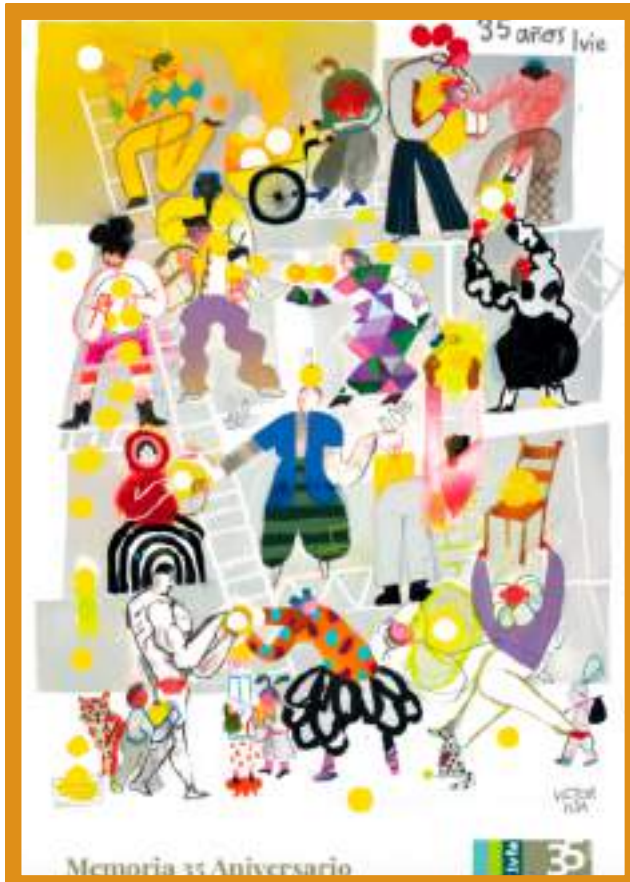
The paper presents the ICUP model, an international framework that identifies 24 core competencies for undergraduate psychology education, including psychological knowledge, research, ethics, cultural diversity, critical thinking, communication and professional development.

This proposal aims to guide the renewal of psychology curricula from a global, inclusive perspective that is adaptable to different national contexts, with the aim of better preparing future professionals for the social and scientific challenges of the coming decade.

Reference: Nolan, S. A., Cranney, J., Narciss, S., Goedeke, S., Machin, M. A., de Souza, L. K., Gullifer, J., Job, R., Hulme, J. A., Jia, F., Boeta Madera, V., Foster, L., Iliescu, D., Ju, X.-D., Kojima, H., Kumar, A., Reyes, M. E. S., Tchombe, T. M. S., Waitoki, W., & IRGUPO.1. (2026). International competences for undergraduate psychology (ICUP): A constructive shift for psychology? *American Psychologist*. Advance online publication. <https://doi.org/10.1037/amp0001687>.

## NEWS

# IVIE celebrates 35 years of research in the service of society



The Valencian Institute of Economic Research (IVIE) is celebrating its 35th anniversary this year, having established itself as one of Spain's leading institutions in applied economic research. Since its creation in 1990, the IVIE has distinguished itself by generating rigorous and independent knowledge aimed at understanding the main economic and social challenges, as well as supporting public and private decision-making.

Over the past three and a half decades, the Institute has conducted research in areas such as economic growth, productivity, human capital, innovation, competitiveness, sustainability and digital transformation, combining scientific excellence with a clear commitment to public service. IVIE's track record has also been a benchmark for its ability to connect academic research with the needs of society, promoting knowledge transfer through reports, databases, publications and outreach activities. Three researchers linked to our team have participated in the scientific work of IVIE, an institution whose working model and commitment to research with social impact have served as inspiration for some of the initiatives we are currently developing.

The commemorative report marking IVIE's 35th anniversary can be viewed at the following link:

[https://www.ivie.es/wp-content/uploads/2026/06/Memoria\\_35\\_19052026\\_reducido-1.pdf](https://www.ivie.es/wp-content/uploads/2026/06/Memoria_35_19052026_reducido-1.pdf)

## NEWS

## Research Seminar with Professor Remus Ilies

Members of IDOCAL had the opportunity to attend a research seminar delivered by Professor Remus Ilies, from the Department of Management and Technology at Bocconi University.

Professor Ilies is internationally recognized for his contributions to the fields of employee well-being, work-family processes, work attitudes, leadership, and motivation, with a particular interest in understanding how emotional processes shape important individual and organizational outcomes.

During the seminar, he shared several of his recent research projects, presenting evidence on how positive work experiences, emotions, and individual agency contribute to employee well-being and effectiveness. The session also provided valuable insights into current developments in organizational psychology and fostered discussion among participants regarding future research directions.

This activity offered IDOCAL members an excellent opportunity to engage with cutting-edge research and learn from one of the leading international scholars in the field of work and organizational psychology.



## NEWS

# Scientific Writing Course for Doctoral Students

On June 1 and 2, the Scientific Writing course was delivered to students of the PhD Program in Human Resources Psychology, and other researchers by Dr Vicente González-Romá.

The sessions addressed key aspects of the scientific publishing process, with special emphasis on developing the Introduction section of academic manuscripts. In addition, participants explored the characteristics and criteria of the peer-review process, as well as effective strategies for responding to reviewers' and editors' comments throughout the different stages of manuscript evaluation.

The course provided practical tools to strengthen participants' scientific writing skills and enhance their prospects for publishing in high-impact academic journals.



## NEWS

# International workshop of the Erasmus Mundus Joint Master in WOP-P was held

The international workshop of the Erasmus Mundus Joint Master in WOP-P was held.

A working session with partner universities focused on two key areas: employers' views on HRM and the master's quality reports.

The employers' group analysed HRM trends, observed changes, curriculum integration and future challenges.

In parallel, the quality group reviewed the main results over time, improvements implemented and pending challenges.

A valuable space to keep strengthening the quality of the programme and its connection with professional practice.



## NEWS

# Theory meets Data: organizational psychology research across three continents

Last week, we shared the results of the PíEE project "International Research Project in Organisational Psychology: From Theory to Data," funded by the SFPIE at Universitat de València. 📹

Over six months, students from Universitat de València, Universidad Católica de Colombia, and VIN University (Hanoi, Vietnam) worked sequentially with real data from the European Working Conditions Survey (EWCS, 2021), building complete research papers — from theoretical framework to statistical analysis, discussion, and conclusions. 🔗

The result: four scientific manuscripts currently under review for publication in the Boletín-Carta de Psicología (UCC), and four posters ready to be presented at an upcoming academic conference. But what makes us proudest is what students themselves highlighted at the end: being part of a shared process across three universities, and knowing that another group — in another country — would carry their work forward. As one student put it: "being part of a small piece of something bigger is motivating; it helps with the transfer of knowledge." 🌱

Initiatives like this remind us that when academic work has a real audience, commitment and rigor change. This is how we move forward on SDG 4 (quality education) and SDG 17 (partnerships for the goals). 🤝

Thank you to the whole team who made this possible: Viky Fajardo, Matías Arriagada, Eva Ariño, Vicente Martínez-Tur, and Tomás Bonavia. ✨

Link: [https://www.youtube.com/watch?v=zRTcLScx\\_xo](https://www.youtube.com/watch?v=zRTcLScx_xo)



## CONFERENCE

IDOCAL participates in the 17th Conference of the European Academy of Occupational Health Psychology (EAOHP)

Núria Tordera and Baltasar González represented IDOCAL at the 17th EAOHP Conference, hosted at the University of Helsinki and organized by the EAOHP in collaboration with the Finnish Institute of Occupational Health (FIOH).

Professor Núria Tordera presented the poster "Leadership training for fostering telework-life balance in hybrid settings" authored by Núria Tordera, Alexandra Puentes, José María Peiró, and Isabel Rodríguez. They analyzed the effect of the Digylid web and app-based training program ([www.uv.es/digylid](http://www.uv.es/digylid)) on the improvement of leadership competencies to foster work-life balance in teleworkers. Different levels of intervention engagement were considered. Results highlighted the importance of on-the-job practice for taking advantage of a web-based learning method. They also showed that contextual factors, such as time/place flexibility for teleworking, affected the intervention's effectiveness.



## CONFERENCE

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Assistant Professor Baltasar González presented "Two sides of digitalization: how organizational digital strategy and collaboration shape teacher engagement through burnout", an ongoing research first-authored by María Romero within the framework of the DIGEDU project led by professors Ana Zornoza and Virginia Orengo. Drawing on a two-wave, multilevel study, the research tracked how school-level resources operate as digital pressure accumulates. Its key insight is that their role is not fixed over time: institutional digital leadership became increasingly protective, whereas intra-school collaboration reversed from a protective resource into a demand.



Baltasar was also invited to take part in the roundtable discussion forum "The use of AI in OHP research: opportunities, challenges and directions", where the panel discussed the importance of critically assessing AI outputs and stressed that responsibility for those outputs ultimately remains with the researcher. They also reflected on AI as an opportunity to augment research work, while warning of its potential downside for early-career researchers, who may miss the chance to develop core scientific writing and reasoning skills if they rely on it too heavily.

## CONFERENCE

...IDOCAL participates in the 17th Conference of the European Academy of Occupational Health Psychology (EAOHP)

The conference was also a great opportunity to reconnect with former members, collaborators and visitors of our institute, including Profs. Gloria González, Marisa Salanova, Beatriz Sora, Ari Väänänen, Leslie Hammer, Ute Hülsheger and Cristian Balducci; current students of the doctoral programme in Psychology of Human Resources; alumni of the Joint Research Master in Work and Organizational Psychology; and many other colleagues and friends.



## NEW PUBLICATION

# Why Helping Others at Work Improves Employee Well-Being

Bogdanić, V., González-Romá, V., Tomás, I., Nübold, A., & Hernández, A. (2026). The Indirect Relationship between Prosociality in the Workplace and Employee Well-Being: Testing Multiple Mediators. *The Spanish Journal of Psychology* 29, e12, 1–14. <https://doi.org/10.1017/SJP.2026.10028>

## SUMMARY

Can helping others at work improve your own well-being? A new longitudinal study coauthored by Idocal members Vicente González-Romá, Inés Tomás and Ana Hernández (<https://doi.org/10.1017/SJP.2026.10028>) suggests that it can. The researchers examined five possible mechanisms linking workplace prosociality to employee well-being: satisfaction of the need of relatedness/autonomy/ competence, rumination, and work meaningfulness. Only one mechanism emerged as significant: satisfaction of the need for autonomy. Employees who engaged in more prosocial behaviors experienced a greater sense of choice and personal agency, which subsequently increased positive affect and reduced negative affect. The findings highlight that prosocial actions benefit not only recipients but also those who provide help. By fostering opportunities for voluntary helping behaviors, organizations may promote employee well-being in a simple and cost-effective way. The study advances our understanding of why prosociality matters at work and identifies autonomy as a key psychological pathway connecting helping behaviors and well-being.





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

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