

# XIII

## Scientific Conference of Research in Human Resources Psychology.



idocal



### Chairs of the Organizing Committee:

Ana Zornoza  
Universidad de Valencia

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Universidad de Valencia

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Universidad de Valencia

**“Robotization,  
digitalization, and  
the future of work”**

July 17 - 18, 2023

Faculty of Psychology

University of Valencia & University of Sevilla

The Research Institute of Personnel Psychology, Organizational Development, and Quality of Working Life (IDOCAL) is organizing the XIII Scientific Conference on Research in Human Resources and Psychology in collaboration with the Interuniversity Ph.D. program in Human Resources Psychology by the Universities of Seville and Valencia, and the Research project "Robotization's Influence on Job Characteristics and Work Outcomes," funded by Generalitat Valenciana (PROMETEO). The conference's main objective is to strengthen research on the psychosocial aspects of human capital and resources in organizations, facilitate knowledge sharing among researchers from national and international universities, and promote the transfer of this knowledge to the current socioeconomic environment.

The conference will analyze various trends and topics of interest that will contribute to the progress of our society. Some of these topics include the influence of robotization and digitalization on work, the promotion of sustainable well-being in organizations, the development of human capital, and the social and organizational factors that promote employability and conflict resolution processes. The participation of researchers from different lines of research in this field, both from the University of Valencia and the University of Seville, will enable us to engage in debates and reflections on our discipline's challenges.

Furthermore, we are delighted to announce the participation of visiting professors Pascale Le Blanc (Eindhoven University of Technology) and Andrea Svicher (University of Florence).

We would like to express our gratitude to all those who have made this conference possible.

 

09:15

Welcome & Introduction of the Ph.D. Scientific Conference

09:30

An Ethical Perspective on Evaluating Advanced Technologies in Workplace Settings.  
Guest Speaker: Pascale Le Blanc / Eindhoven University of Technology

SESSION 1.

*Digitalization and work.*

Discussants: Vicente González, Marija Davcheva, Inés Tomás and Mario Martínez.

10:45

The Influence of Robotization on Work Characteristics. A qualitative study.  
Barrera, L.; González-Romá, V.; Peiró, J.M. / University of Valencia.

11:20

**BREAK – 30 minutes**

11:50

The Influence of Robotization on skill variety and job satisfaction.  
Jonczyk N.; González-Romá V. / University of Valencia.

12:25

Managing Well-Being and Performance at Distance: Development of a Leadership Competencies for Telework (LCT) Scale.

Bravo-Duarte, F.; Tordera, N.; Rodríguez, I. / University of Valencia.

13:00

Assessment and Analysis of the Psychological and Unit Climate for Well-Being. Exploring Its Mediator Role in the Relationship between Teleworking Components, Well-Being, and Scientific Productivity as an Exemplar.

Martinolli, G.; Tordera, N. / University of Valencia.

13:30

**LUNCH – 2 Hours**

SESSION 2.

*Telework, competencies, and conflict management processes.*

Discussants: Ana Hernández, Virginia Orengo, Amparo Ramos, José Ramos, Montse Subirats.

15:30

The influence of digitalization on job characteristics and work outcomes. Analysis of mediating and moderating mechanisms.

Arriagada, M.; González-Romá, V.; Ariño-Mateo, E. / University of Valencia.

16:05

LMX, isolation labor, and telework – life conflict: a mediation model.

Puentes, A.; Tordera, N.; Peiró, J.M. / University of Valencia.

16:40

Digital Skills in Teaching Professionals: Analysis and Description of a Competency Questionnaire Based on the Digompedu Framework.

Bretos, M.; Peñarroja, V. / University of Valencia.

17:15

**BREAK – 30 minutes**

17:45

The mediating alliance: Systematic observation of communicative interaction in mediation.

Pujol, L.; Munduate, L.; Medina, F.; Anguera, M.T. / University of Sevilla.

18:20

Individual and Organizational Resources in the Negotiation of Individualized Agreements (i-deals)

Renedo, S.; Medina, F.; Martínez-Corts, I. / University of Sevilla.

SESSION 3.

*Occupational Health Psychology: Personal and Contextual Factors.*

Invited chair: Andrea Svicher (Florence University)

Discussants: Gracia, F.; Moliner, C.; Tordera, N.; Martínez-Tur, V.; Lorente, L.

09:00

The relationship between Self-Control and Employee's Health Outcomes: State Self Control Scale Validation.

Warsicka, H.; Soriano, A.; Peiró, J.M. / University of Valencia.

09:35

A Multilevel Approach to Engagement Contagion Between Supervisors and The Role of Eudaimonia Well-being Beliefs.

Jalili, S.; Martínez-tur, V.; Estreder, Y. / University of Valencia.

10:10

The mediating role of work engagement and sleep disorders in the relationship between workaholism and job performance.

Molinero, D.; Spagnoli, P.; González-Romá, V. / University of Valencia.

10:45

Summary of the session and conclusion / Prof. Andrea Svicher.

11:15

**BREAK – 30 minutes**

11:45

Measurement of the Psychological Contract: Internal structure validity of PSYCONES PC questionnaire.

García, A.; Ramos, J.; Solanes, A. / University of Valencia.

12:20

Design and development of an Instrument measuring the care experience of chronic kidney disease patients.

Florez, B.; Hernández, A.; González-Romá, V. / University of Valencia.

SESSION 4.

*Inclusive Culture and Quality of Work Life: Qualitative and Quantitative.*

Discussants: I. Martínez-Corts, Isidro Maya, Alicia Arenas and Aida Soriano.

12:55

Challenges in the disability sector: Perspective of the different agents.

Plavsic, A.; Martínez Tur, V.; Estreder, Y. / University of Valencia.

13:30

**LUNCH – 2 Hours**

15:30

Exploring dimensions of interpersonal variability through the proposal of ego-nets typologies.

González, E.; Maya, I. / University of Sevilla.

16:05

Challenges of Regular Employment for People with Intellectual Disabilities.

Fajardo-Castro, L.V.; Martínez-tur, V.; Moliner, C.; Estreder, Y. / University of Valencia.

16:40

A qualitative design for humanitarian coordination studies: a systematic review and ethnography for uncovering effective practices.

Granados, S.; Maya, I. / University of Sevilla.

17:15

Interactive Session with Doctoral Students / Prof. Nuria Gamero.