

# XV Scientific Conference of Research in Human Resources Psychology

In memoriam: “José Cañero Rojano”

July 14th-15<sup>th</sup>, 2025  
Faculty of Psychology  
(Room M-400)

University of Valencia & University of Sevilla



This conference is supported by the Project Digylid (<https://digylid.uv.es>), funded by the Ministry of Science and Innovation (Spain), PID2020-116742RB-100.



**Chairs or the organizing committee:** Ana Zornoza (University of Valencia), Isabel Rodríguez (University of Valencia), Nuria Gamero (University of Sevilla).

**Organizing committee:** Clara Cuevas, Harlen Alpízar-Rojas (University of Valencia).

# SUMMARY

The **Research Institute of Personnel Psychology, Organizational Development and Quality of Working Life (IDOCAL)** organizes the **XV Scientific Conference of Research in Human Resources Psychology** in collaboration with the Interuniversity PhD Program in Human Resources Psychology by the Universities of Seville and Valencia, and the Research project DIGYLID, funded by the Ministry of Science and Innovation. The main objective is to strengthen the research on the psychosocial aspects of human capital and resources in organizations, share knowledge among researchers from national and international universities, and promote the transfer of this knowledge to the current socioeconomic environment.

The conference will analyze different trends and topics of interest that will contribute to the progress of our society. Some of these topics are the influence of robotization and digitalization on work, the promotion of sustainable well-being in organizations, the development of human capital, the social and organizational factors that promote employability and conflict resolution processes, inclusion and diversity in the third section. The participation of researchers from different lines of research in this field, both from the University of Valencia and the University of Seville, will allow us to debate and reflect on the challenges our discipline currently faces.

In addition, we have the participation of **Geertje Dam** co-founder of TEAM.io, who will give the opening lecture of the conference.,

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

## Monday, July 14

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9:30 – Welcome & Introduction of the PhD Scientific Conference

10:00-11:00 – GUEST SPEAKER: **Geertje Dam** (Co-founder of TEAM.io)

**“TAEM in action: A case study”**

Introduced by Prof. Vicente Martínez Tur.

11:00 (approx.) -11:50 Coffee break in M400

### SESSION 1 - Digitalization and robotization at work.

*Discussants:* I. Silla; D. Holgado; C. Moliner; V. Orengo; L. Lorente; N. Tordera; J.B. González de Anta.

11:50 Jonczyk, N.; González-Romá, V.; Peiró, J.M.

**Working with Robots as a Double-Edged Sword: Implications for Work Design, Work Meaningfulness and Job Satisfaction.**

12:20 Barrera, L.; González-Romá, V.; Peiró, J.M.

**Robotisation, Knowledge characteristics, engagement and purpose in professional career: A moderated mediation model.**

12:50 Vahlkamp, L.; González-Romá, V.

**The influence of GenAI on work ability and work engagement. A longitudinal moderated mediation model.**

13.20-15.15 - Lunch

15:15 Da Silva Guimaraes, M.; Tordera, N.; Rodríguez, I.

**Digital trust building competence in leaders and psychological safety in the context of teleworking.**

15:45 Puentes A.; Tordera, N.; Peiró, J.M.

**Online leadership training programs: A systematic review of theories, methods, and outcomes.**

16:15 Arriagada, M.; González-Romá, V.; Ariño, E.

**Does generative artificial intelligence influence work characteristics? A longitudinal study.**

16:45 Alpízar, H.; Peñarroja, V.; Orengo, V.; Zornoza, A.

**How job design influences teacher engagement: The moderating role of digital competence profiles.**

17:15 Cuevas, C.; Tomás, I.; Hernández, A.

**If careless responding did not exist, it would have to be invented: A simulation study.**

## Tuesday, July 15

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### **SESSION 2. Organizational processes and human resources practices. Qualitative and quantitative issues.**

*Discussants:* I. Tomás; F. Gracia; A. Soriano; E. Villajos; I. Martínez-corts; M. Martínez-Córcoles

- 09:00 Buscema, F.; Lorente, L.; Converso, D.; Colombo, L.  
**I worked so hard and then so far, in the end its doesn't even matter: A study on emotional exhaustion and health impairment of Italian public healthcare workers from the JD-R model perspective.**
- 09:30 Eyck van Dyck, N.; Martínez, M.  
**Exploring safety culture in high-reliability organizations: A psychosocial approach.**
- 10:00 Pujol, L.; Munduate, L.; Medina, F.J.  
**The mediating alliance.**

10.30-11.30 Coffee break

- 11:30 Renedo S.; Martínez-Corts, I.; Medina, F.J.  
**When Justice Meets Gender\_ Explaining Envy in Response to I-Deals.**
- 12:00 García, C.; Holgado, D.; Maya, I.  
**Communication and social marketing strategies for the effectiveness of NGOs in the third sector.**
- 12:30 Burguillos, M.D.; Martínez Corts, I.; Medina, F.J.  
**Human resources practices for the inclusion of vulnerable groups: Individualized negotiations and formalized processes.**

## Tuesday, July 15

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### Session 3. Inclusive culture and quality of work life: qualitative and quantitative approaches.

*Discussants:* I. Maya; J. Ramos; D. DiMarco; M. Ramos; V. Valls.

- 13:00 Plavsic, A.; Martínez-Tur, V.; Estreder, Y.  
**The role of inclusive leadership in shaping hiring attitudes toward people with disabilities: The mediating effect of autonomy.**
- 13:30 Fajardo, V.; Martínez-Tur, V.; Moliner, C.; Estreder, Y.  
**Challenges and opportunities in the inclusion of individuals with intellectual disabilities: Psychosocial Aspects.**

14.00-16.00- Lunch

- 16.00 Kuradchik, V.; Martínez-Corts, I.; Medina, F.J.  
**Voices from the caregiving field: exploring the working conditions, challenges and psychosocial resources of people employed in the caregiving sector.**
- 16.30 Santolaya, F.; Maya, I.  
**Volunteer management strategies to improve the community adjustment of public administration programs: The case of services for youth and minors in the Andalusian volunteer plan.**
- 17.00 Uchoa Dantas, M.; Maya, I.  
**Social integration of the Latin American population in neighborhoods of Seville. An approach based on the analysis of coexistence processes.**

**Closing of the conference**