

Summary

The Research Institute of Personnel Psychology, Organizational Development and Quality of Working Life (IDOCAL) organizes the XI 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 Erasmus Mundus Master in Work, Organizational and Personnel Psychology. 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 promotion of sustainable well-being in organizations, the development of human capital, the social and organizational factors that promote employability, conflict resolution processes and the influence of digitalization on work. 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 visiting Professor Hannes Zacher (Leipzig University Institute of Psychology Wilhelm Wundt) and Doctor Eva Méndez Rodríguez (Deputy Vice-president for Research Policy, Open science; Associate professor in the Library and Information Science Department, University Carlos III of Madrid)

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

Chairs of the organizing committee:

Ana Zornoza (Universidad de Valencia)
Isabel Rodríguez (Universidad de Valencia)
Nuria Gamero (Universidad de Sevilla)

Organizing committee:

Baltasar González-Anta
Marija Davcheva

XI SCIENTIFIC CONFERENCE OF RESEARCH IN HUMAN RESOURCES PSYCHOLOGY

September 6th & 7th, 2021

Faculty of Psychology
UV & US



Instituto de Investigación en Psicología de los
RRHH, del Desarrollo organizacional
y de la Calidad de Vida Laboral

WOP-P
MASTER IN WORK,
ORGANIZATIONAL AND PERSONNEL PSYCHOLOGY

Monday, September 06, 2021 (Room M-400)

9:00-9:15. Welcome & Introduction of the PhD Scientific conference

Session 1. Interventions to improve quality of life and well-being. Discussants: Vicente Martínez, Francisco J. Medina, Sandra Manzanares, Andrés Muñoz

- 9:15. Flórez, B.; González-Romá, V.; Hernández, A. Creation a patient journey map to improve patient experience: A mixed methods approach.
- 9:50. Goilean, C.; Gracia, F.; Tomás, I. The relationship between state mindfulness and objective performance in cognitive tasks.
- 10:25. Granados, S.; Maya, I.; Evidenced-practices in the humanitarian sector: A way forward from implementation science. (Spanish)
- 11:00. Muñoz, A.; Maya, I. The influence of organizational factors and personal networks on effectiveness of programs in educational institutions. (Spanish)

30 minutes BREAK

12:00-13:30 Invited address: Prof. Eva Méndez, PhD (University Carlos III of Madrid- Library and Information Science Department). How to practice Open Science: Practical Guide for PhD candidates (Spanish). (Introduced by prof. José María Peiró).

13:30-15:30- Lunch

Session 2. Job quality, well-being, and gender. Discussants: Nuria Toderá, Alice Maniezki, Donatella di Marco

- 15:30. Davcheva, M.; González-Romá, V.; Tomás, I.; Hernández, A. Job quality, employment quality and employee health: The mediating roles of work engagement and job insecurity through a gender lens.
- 16:05 Martinolli, G.; Toderá, N.; Rodríguez, I. A configurational approach to the relationship between organizational climate and well-being and the moderating role of gender.

- 16:40. Corlett, S.; Di Marco, D.; Munduate, L.; Arenas, A. Development and validation of the sexual identity disclosure dynamics scale.

15 minutes BREAK

Session 3. Occupational Health Psychology: Measures and methods. Discussants: Ana Hernández, Inés Martínez, Pia Kampf

- 17:30. Pérez, A.; Pérez, M.; Borda, M.; Avargues, M. L.; López, A. Cross-cultural adaptation and validation of the Highly Sensitive Person Scale to the adult population (HSPS-S). (Spanish)
- 18:05. Manzanares, S.; Martínez-Corts, I.; Hernández, A.; Medina, F. J. Factor structure and psychometric properties of the work-family enrichment short scale in a Spanish sample. (Spanish)
- 18:40. González, E.; Maya, I. Structural properties of personal networks across cultures: Analysis of individual differences in Spain and Latin American countries. (Spanish)

Tuesday, September 07, 2021 (Room M-400)

Session 4. Occupational health & leadership. Discussants: Vicente González-Romá, Tobias Hauth, Gosia Kozusznik

- 9:15. Warsicka, H.; Peiró, J.M. The relationship between self-control and employee's health outcomes: The mediating role of burnout and coping strategies.
- 9:50. Eman, G.; González-Romá, V.; Hernández, A. Perceptions of charismatic leadership, work-unit motivation and work-unit performance: A dynamic model for conditional mediation.
- 10:25. Jalili, S.; Martínez-Tur, V.; Estreder, Y. Trust between managers and team members and precursor of organizational performance focused on quality of life.

30 minutes BREAK

11:30-13:00 Invited address: Prof. Hannes Zacker, PhD (Leipzig University-Institute of Psychology Wilhelm Wundt). Age and proactivity at work. (Introduced by prof. José María Peiró).

13:00-15:00- Lunch

Session 5. Digitalization and work. Discussants: Inés Tomás, Carolina Moliner, Baltasar González-Anta

- 15:00. Bretos, M.; Ramos, J.; Zornoza, A. Attitude towards the digitalization of secondary teachers' jobs, and its influence on job well-being and teaching performance.
- 15:35. Dafnoudi, E.; Zornoza, A.; Peiró, J.M. Digitalization and new demands in technology workers.
- 16:10 Puentes, A.; Toderá, N.; Peiró, J.M. Leadership competence training interventions to remote work.

15 minutes BREAK

Session 6. The relevance of emotional factors on work well-being. Discussants: Alicia Arenas, José Ramos, David Montesa

- 17:00. Pérez, M.; Pérez, A.; Borda, M Avargues, M. L. Sensory processing sensitivity and compassion satisfactions as risk/protective factors from burnout and compassion fatigue in healthcare and education professionals. (Spanish)
- 17:35. Prado, C.; Gamero, N.; Medina, F. J. Advances in the study of team emotional competences: Antecedents and consequences. (Spanish)
- 18:10. Guisado, I.; Gamero, N. Explaining the relationship between emotional culture and team results: The role of emotional intelligence in teams (Spanish)