

# X SCIENTIFIC CONFERENCE OF RESEARCH IN HUMAN RESOURCES PSYCHOLOGY

September 8, 9 & 10, 2020

(Faculty of psychology UV & US)



**Tuesday, September 08, 2020**

**9:00 a 9:15. Welcome**

**Session 1. Diversity in organizations. Discussants: Isidro Maya; Nuria Gamero**

9:15. López-Cabrera, R.; Arenas, A.; Medina, F. J., Euwema, M.; Munduate, L. Leadership for inclusion in organizations: A Case Study

9:45. Manzanares, S.; Martínez-Corts, I.; Hernández, A.; Medina. F. J. The positive crossover effect of weekly well-being: The role of weekly leisure crafting.

***15 minutes BREAK***

10:30. Pérez, A., Pérez, M.; Borda, M.; Avargues, M. L.; López, A. Validation and adaptation in the Spanish population of the Highly Sensitive Person Scale.

11:00. Sanclemente, F.J., Gamero, N., Medina. F. J., Fred R. H. Zijlstra C.; van Ruitenbeek, G. Inclusion of employees with disabilities in their work teams: The transcendence of the context through an inclusive team climate

**Session 2. Intervention in organizations. Discussants: Francisco J. Medina; Daniel Holgado**

16:00. Granados, S.; Maya, I.; Dijkzeul, D. Responding better together? Multi-organizational community coalitions and humanitarian action in limited statehood contexts: The case of the Protection Groups in the North Triangle of Central America Region (NTCA).

16:30. Corlett, S.; Di Marco, D.; Hoel, H.; Munduate, L.; Arenas, A. Heteronormativity manifestations in the workplace: A scoping review

17:00. Muñoz, A.; Maya, I.; Polo, J. D. Influencia de factores organizativos y redes personales en la efectividad de programas en instituciones educativas.

17:30. González, E.; Maya, I. Structural properties of personal networks across cultures: analysis of individual differences in Spain and Latin American countries.

***30 minutes BREAK***

**Session 3. Well-being at work and mediation. Discussants: Inés Martínez-Corts; Donatella Di Marco**

18:00. Prado, C.; Gamero, N.; Medina. F. J. The influence of Group Emotional Intelligence on Team Members' Mood.

- 18:30. Guisado, I.; Gamero, N. Emotional demands and team members' affect and well-being: The role of team emotional intelligence.
- 19:00. Pérez, M.; Pérez, A.; Avargues, M. L.; Borda, M. Design and validation of a multidimensional scale to identify the highly sensitive person in the clinical work context
- 19:30. Ezema, J; Medina, F; Euwema M; Munduate, L. 'My wife has to obey: An analysis of perpetrators that participate in informal mediation in Nigeria.

### **Wednesday, September 09, 2020**

10:00 – 10:15 **Introduction of the PhD scientific conference**

**Session 4: Occupational health & Leadership. Discussants: Nuria Tordera, Inés Tomás, Carolina Moliner, Vicente González-Romá**

- 10.30 Hauth, T.; Peiró, JM. Mesa, J.M. Efficacy of a Transformational Leadership Intervention for reducing Follower Short-term Sick Leave
- 11:00 Warsicka, H; Peiró, J.M. The relationship between Self-Control and Employee's Health Outcomes: The mediating role of burnout and Coping Strategies.

#### **15 minutes BREAK**

- 11.45 Eman,G.; González-Romá; Hernández, A. Perceptions of charismatic leadership, team motivation and team performance: A dynamic model for conditional mediation.
- 12.15 Jalili, S.; Martínez-Tur, V.; Estreder, T. Quality of the relationship between managers and employees, and its impacts on performance.

#### **15 minutes BREAK**

**Session 5. Job quality, ethics and gender Discussants: José M<sup>a</sup> Peiró, Vicente Martínez, Inmaculada Silla**

- 13.00 Mesquita, M.; Gracia, F.J.; Porto, J.B.; Tomás, I. Adaptation and Validity Evidence of the Corporate Ethical Virtues Scale in Brazil: A Measure of Ethical Culture in Organizations

#### **13.30 – 15.30 Lunch**

- 15.30 Florez, B.; González-Romá,V.; Hernández,A. Intervention program for professional care.
- 16.00 Davcheva, M.; Tomás, I.; Hernández, A. Job quality indicators and perceived job quality: the moderating role of job preferences and gender.

**Session 6. Interventions to improve quality of life and well-being. Discussants: Francisco Gracia, José Ramos, Esther Gracia**

16. 30 González-Anta,B.; Orengo, V.; Zornoza A. Improving team engagement of virtual teams: The role of emotional management and the influence of team personality composition.

**15 minutes BREAK**

- 17.15 Goilean, C., Gracia, F., Tomás, I. (2020). State mindfulness and objective performance. What is real?
- 18.00 Maniezki,A; Martinez-Tur,V.; Estreder,Y; Moliner,C. Can justice enhance intervention effects to improve the quality of life of people with intellectual disability?

**Thursday, September 10, 2020 (Room M-400)**

**Session 7. Work characteristics, psychological capital and climate. Their influence on personal resources and extra-rol performance. Discussants: Amparo Caballer, Ana Hernández, Virginia Orengo.**

- 15.30 Martinolli,G.; Tordera,N.; Sanín Posada,A.; Giraldo,M. Organizational Climate Configurations and Its Impact on Employees' Personal Resources
16. 00 Montañez-Juan, M.I.; García-Buades, M.E.; Caballer-Hernández, A.; Ortiz-Bonnin, S. Work Characteristics and Job Satisfaction as antecedents of Organizational Citizenship Behaviors.
- 16.30 Montesa,D.; Rodríguez,I.; Peiró,J.M.; Boon,C. The role of psychological capital as a dynamic mediator in the HRM system- OCB relationship over time