

XVI SCIENTIFIC CONFERENCE OF RESEARCH

Human Resources Psychology

Human-centered digital transformation:
Generative AI, inclusion and employee well-being

Faculty of Psychology (Room M-400)

25-26 June 2026

IDOCAL (University of Valencia)

Chairs of the Organizing Committee

Ana Zornoza (University of Valencia)
Isabel Rodríguez (University of Valencia)
Francisco J. Gracia (University of Valencia)
Inmaculada Silla (University of Valencia)
Nuria Gamero (University of Seville)

Organizing Committee

Harlen Alpizar-Rojas (University of Valencia)
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Conference Summary

The XVI Scientific Conference of Research in Human Resources Psychology, entitled *Human-Centered Digital Transformation: Generative AI, Inclusion and Employee Well-Being*, will bring together researchers from the University of Valencia and the University of Seville to discuss some of the most pressing challenges facing organizations in the context of digital transformation.

Throughout the conference, participants will examine how emerging technologies, particularly Generative Artificial Intelligence, are reshaping work characteristics, employee experiences, leadership practices, and innovation processes. Special attention will be given to the opportunities and challenges associated with the adoption of AI in organizations, its impact on job quality and meaningful work, and the competencies required to lead effectively in hybrid and remote work environments.

The conference will also explore the role of innovation in educational and organizational settings, highlighting the factors that facilitate innovative performance and the conditions that support successful digital transformation. Discussions will further address the importance of research transparency and open science practices in advancing management and organizational research.

In addition, the conference will feature a keynote lecture by Lucia Cervi entitled *Research transparency as ethics: The case for pre-prints in management and organization studies*, which will address the ethical implications of research transparency and the growing role of pre-prints and open science practices in management and organizational research.

A second thematic area focuses on sustainable and inclusive organizations in the context of technological transformation. Presentations will examine occupational safety, safety culture, employee well-being, emotional demands at work, individualized work arrangements, and the role of team emotional intelligence in high-demand environments. The social impact of organizations will also be considered through analyses of social media use for social change and community development initiatives.

Inclusion and diversity in the era of digital transformation constitute another central pillar of the conference. Researchers will discuss strategies for promoting inclusive workplaces and communities, with particular attention to neurodiversity, disability inclusion, gender transition experiences in organizations, and social integration processes. These contributions aim to identify organizational practices that foster equity, participation, and psychological well-being.

Finally, the conference will provide a space for reflection on academic careers through a panel discussion with advanced doctoral researchers, who will share their experiences, challenges, and lessons learned throughout their doctoral journey. This session seeks to support early-career researchers and encourage dialogue about the development of future scholars in work and organizational psychology.

PROMETEO Project Support

"The influence of Generative Artificial Intelligence on job quality and work outcomes. A longitudinal study."

ENTIDAD FINANCIADORA

Generalitat Valenciana

IPS

Vicente González-Romá y José M.ª Peiró

REFERENCIA

CIPROM/2024/76

DURACIÓN

4 años (01/09/2025 – 31/08/2029)

Conference Program

Day 1: 25 June 2026

09:30 - ● **Conference Opening**

10:30 In charge of: Ana Zornoza and Francisco J. Gracia

10:30 - ● **Coffee-break & Networking**

11:00

11:00 - ● **Symposium I: Shaping the future of work: Generative AI, digital innovation and leadership**

12:45

Chairs: Matías Arriagada and Clara Cuevas (University of Valencia)

Discussants: N. Tordera, V. Orengo, J.B. González-Anta, E. Villajos, J. Ramos (Univ. of Valencia)

The relationship between generative AI and work characteristics: A systematic literature review. Sonya Gema Domun; Vicente González-Romá / UV

Does generative AI usage foster personal growth at work and work meaningfulness? A longitudinal study. Leon Vahlkamp; Vicente González-Romá / UV

Leadership competences for telework, psychological safety and trust. Milena Guimaraes; Isabel Rodríguez; Núria Tordera / UV

Evaluación del impacto de intervenciones de desarrollo del liderazgo con coaching en trabajo híbrido. Mercedes Frochoso Cuns; Núria Tordera; Isabel Rodríguez / UV

Innovative teaching performance in a digital transformation context: Facilitating factors and technology adoption. Harlen Alpízar-Rojas; Ana Zornoza; Virginia Orengo; Vicente Peñarroja / UV

12:45 - ● **Short break**

13:00

13:00 - ● **Keynote Conference: Research transparency as ethics: The case for pre-prints in Management and Organization Studies**

14:00

Lucia Cervi, PhD (University of Edinburgh Business School)

14:00 - ● **Lunch break & Networking**

16:00

16:00 - ● **Symposium II: Building sustainable and inclusive organizations: Safety, well-being and social impact**

17:45

Chairs: Santiago Renedo (Univ. of Seville) and Francesco Buscema (Univ. of Valencia)

Discussants: F.J. Medina (US), M. Martínez-Córcoles, L. Lorente, V. Valls, M. Subirats (UV)

Safety culture in high-risk organizations: A systematic mapping review and metanalytic feasibility. Nicolas Eyck van Dyck; Mario Martínez-Córcoles / UV

Extending safety performance: Clarification of the nomological network and development of a new model. Sangmi Oh; Francisco J. Gracia / UV

El uso de las redes sociales para el cambio social en las ONGD: una revisión sistemática. Carmen García; Daniel Holgado / US

When are i-deals effective? A systematic review of outcomes, mediators and moderators. María Dolores Burguillos; Inés Martínez-Corts; Francisco J. Medina / US

La inteligencia emocional del equipo en contextos organizacionales de altas demandas: Impacto sobre bienestar y rendimiento. Ouahiba Rakdani Samaru; Nuria Gamero; Inmaculada Silla / US

17:45 - ● **Closing of the day**

Conference Program

Day 2: 26 June 2026

09:30 - 11:15 • **Symposium III: Inclusive workplaces and communities in the era of digital transformation: Promoting diversity, well-being and social integration**

Chairs: Viky Fajardo (Univ. of Valencia) and Laura Pujol (Univ. of Seville)

Discussants: I. Martínez-Corts, D. Holgado, D. Di Marco (US), V. Martínez-Tur, C. Moliner (UV)

Digital creative environments as inclusive spaces: Teams including individuals with ASD level 1.
Nadia M.ª Ruiz-Pastor; Vicente Martínez-Tur / UV

From affective events to exhaustion in care work through demands for hiding emotions: A weekly study. Veronika Kuradchik-Pekarskaya; Inés Martínez-Corts; Francisco J. Medina / US

El barrio como contexto de integración: Un análisis comparativo de cuatro barrios en Sevilla.
Matheus Uchoa; Isidro Maya / US

Gender transitioning in organizations: The role of HR inclusive policies and practices. Rain Ortiz Salado; Donatella Di Marco; Sara López Corlett / US

11:15 - 11:45 • **Coffee-break & Networking**

11:45 - 12:45 • **Panel discussion: Navigating the doctoral journey: experiences, challenges and lessons learned**

Chairs: Nuria Gamero (University of Seville) and Inmaculada Silla (University of Valencia)

Speakers: Francesco Buscema, Viky Fajardo, Clara Cuevas, Matías Arriagada (Univ. of Valencia); Laura Pujol, Santiago Renedo (Univ. of Seville)

12:45 - 13:00 • **Short break**

13:00 - 14:00 • **Closing of Conference**

In charge of: Ana Zornoza and Francisco J. Gracia



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