

Summary

The Research Institute of Personnel Psychology, Organizational Development and Quality of Working Life (IDOCAL) organizes the XII 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 Robotization's influence on job characteristics and work outcomes, funded by Generalitat Valenciana (PROMETEO). 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. 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 Professors Pascale Le Blanc (Eindhoven University of Technology), Sonja Rispens (Eindhoven University of Technology), Gudela Grote (Eidgenössische Technische Hochschule (ETH) Zürich),

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:

Lucía Barrera

XII SCIENTIFIC CONFERENCE OF RESEARCH IN HUMAN RESOURCES PSYCHOLOGY:

Robotization, digitalization and the future of work

September 6th & 9th, 2022

Faculty of Psychology
UV & US

This conference is supported by
Research Grant Prometeo 2021/048
provided by Generalitat Valenciana



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



Tuesday, September 06, 2022 (Room M-400)

Meeting about the Prometeo Project

9:30 Presentation of the research project on "Robotization's influence on job characteristics and work outcomes". Vicente González-Romá & José M^a Peiró.

10:00 Current state of the research project and recent developments. Vicente González -Romá & José M^a Peiró.

30 minutes BREAK

11:00 Panel discussion: The impact of robotization on job characteristics, job experiences, and outcomes. What do we know so far? Panelists: Pascale Le Blanc (Eindhoven University of Technology), Sonja Rispens (Eindhoven University of Technology), Gudela Grote (Eidgenössische Technische Hochschule (ETH) Zürich), Vicente González -Romá (University of Valencia), José M^a Peiró (University of Valencia), Ana Zornoza (University of Valencia).

12:00 Open debate: Looking ahead. Key factors to consider in future research on robotization at work.

13:30-15:30- Lunch

15:30 Panel discussion: Digitalization and the future of work. How is digitalization transforming jobs and organizations? Panelists: Pascale Le Blanc (Eindhoven University of Technology), Sonja Rispens (Eindhoven University of Technology), Gudela Grote (Eidgenössische Technische Hochschule (ETH) Zürich), Vicente González -Romá (University of Valencia), José M^a Peiró (University of Valencia), Ana Zornoza (University of Valencia).

30 minutes BREAK

16:30 Open debate: Looking ahead. Key factors to consider in future research on digitalization at work. and the moderating role of gender.

17:30 Summary and conclusions.

Wednesday, September 06, 2022 (Room M-400)

9:00 Welcome & Introduction of the PhD Scientific conference

9:15 **Guest speaker:** Gudela Grote (Eidgenössische Technische Hochschule (ETH) Zürich). (Introduced by prof. José María Peiró). "Fostering prospective work design during the development and implementation of emerging technologies".

30 minutes BREAK

11:30 **Guest speakers** introduced by Prof. Vicente González-Romá.

Pascale Le Blanc (Eindhoven University of Technology): "Robotization: threat or opportunity for meaningful work?"

Sonja Rispens (Eindhoven University of Technology): "Making the best of workplace diversity in a digital era".

13:30-15:30- Lunch

.Session 1. Digitalization and work. Discussants: F.J. Medina (U. of Sevilla), V. González-Romá (U. of Valencia), JM. Peiró (U. of Valencia); I. Martínez-Corts (U. of Sevilla)

15:30 Bravo, F.; Tordera, N.; Rodríguez, I. Managing well-being and performance at distance: A systematic review of leaders' competences for telework. . (University of Valencia)

16:05 Puentes, A.; Peiró, J.M.; Tordera, N. Revisión sistemática sobre formación en liderazgo a través de apps y web . (University of Valencia)

16:40 Martinolli, G.; Sanin Posada, A.; Belli,S.; Tordera, N. Telecommuting components and scientific productivity: The mediating role of climate and well-being. (University of Valencia)

17:15 Bretos, M.; Orengo, V.; Ramos, J.; Zornoza, A.; Attitude towards the digitalization of secondary teachers 'jobs and its influence on job well-being.(University of Valencia)

17:50 Barrera, L.; González-Romá, V. La influencia de la robotización sobre las características de los puestos de trabajo y sus resultados. (University of Valencia) (online)

15 minutes BREAK

Session 2. Job quality, well-being, and performance. Discussants: A. Soriano (U. of Valencia), F.J. Medina (U. of Sevilla)

18:40 Davcheva, M.; González-Romá,V.; Tomás, I.; Hernández, A. Employability as a resource towards eudaimonic well-being at work in times of COVID 19: The mediating role of meaningfulness. (University of Valencia) (online)

19:15 Eman, G.; Hernández, A.; González-Romá,V. Team's perceptions of charismatic leadership: The role of average perceptions and homogeneity in predicting team performance via intra-team communication quality. (University of Valencia) (online)

Thursday, September 08, 2022 (Room M-400)

Session 3. Quality of working life: risk factors. Discussants: I. Maya (U. of Sevilla), A. Arenas (U. of Sevilla), M. Martínez (U. of Valencia)

09:00 Pérez, A.; Borda, M.; Avargues, M.L. Riesgos psicosociales y calidad de vida en trabajadores del sector servicios: su relación con la sensibilidad de procesamiento sensorial. (University of Sevilla) (online)

09:35 Plavsic, A.; Martínez-Tur, V.; Estreder, Y. Do we help ourselves when we help others? Contribution-to-others and its effect on burnout. (University of Valencia)

10:05 Pérez, M.; Borda, M.; Avargues, M.L. Personality, sensory processing sensitivity and coping strategies risk/protective factors in relation to mental health and general health. (University of Sevilla) (online)

30 minutes BREAK

Session 4. Occupational Health Psychology: personal and contextual factors. Discussants: N. Tordera (U. of Valencia), C. Moliner (U. of Valencia), A. Ramos (U. of Valencia), D. di Marco (U. of Sevilla)

11:10 Warsicka, H.; Soriano, A.; Peiró, J.M. The relationships between self-control and employee's well-being: the mediating role of burnout and coping strategies. (University of Valencia)

11:45 Jalili, S.; Martínez-Tur, V.; Estreder, Y. Trust between supervisors and team members as precursor of organizational performance focused on quality of life. (University of Valencia)

12:20 Molinaro, D.; Spagnoli, P.; González-Romá, V. The relationship between perfectionistic concerns and sleep problems through work-alcoholism: What is the role of work overload? (University of Valencia)

13:05 García, A.; Ramos, J.; Solanes, A. Incidencia de la recesión económica de 2008 y la crisis COVID 19 sobre el contrato psicológico. (University of Valencia) (online)

13:30-15:30- Lunch

Session 5. Occupational Health Psychology: measures and methods. Discussants: N. Gamero (University of Sevilla), I. Rodríguez (U. of Valencia), F. Gracia (U. of Valencia),

15:00 Manzanares, S.; Martínez-Corts, I.; Hernández, A.; Medina, F. Factor structure and psychometrics properties of the shortened scale of Work Family Enrichment in a Spanish sample. (University of Sevilla)

15:35 López Corlett, S.; DiMarco, D.; Hoel, H.; Munduate, L.; Arenas, A. Sexual identity disclosure dynamic scale in the context of work: development and validation. (University of Sevilla)

16:10 González, E.; Maya, I. An exploratory study to classify personal networks according to their level of stratification. (University of Sevilla) (online)

15 minutes BREAK

Session 6. Interventions to improve quality of working life and well-being. Discussants: V. Martínez-Tur (U. of Valencia), A. Zornoza (U. of Valencia); J. Ramos (U. of Valencia)

17:00 Granados, S.; Maya, I. Responding better together: Prevention support system (Behavioral training). (University of Sevilla) (online)

17:35 Goilean, C.; Gracia, F.; Tomás, I. The relationship between individual mindfulness and objective performance. What do we know so far? (University of Valencia)

18:10 Florez, B.; Hernández, A.; González-Romá, V. Diseño y validación de un instrumento para medir la experiencia del paciente con enfermedad renal crónica. (University of Valencia) (online)

Friday, September 09, 2022 (online) (9:00-14:00)

Seminar: "Critical reading of scientific articles". Prof. Jimena Ramírez Marín (IESEG School of Management, France).