

## UJI Study Abroad Program 2022 #3

### Course Title: An Introduction to Positive Work and Organizational Psychology

**Academic Director:** Dr. Josefina Peláez Zuberbühler, Research Team WANT - Psychosocial Prevention and Healthy Organizations, and Department of Developmental, Educational and Social Psychology and Methodology. (pelaezm@uji.es)

**Dr. Josefina Peláez Zuberbühler** has a Ph.D in Psychology (cum laude, UJI), specialized in work & organizational psychology, occupational health psychology, positive psychological interventions, strengths-based coaching and positive leadership development. She is a lecturer in the master of work, organizational, and human resources psychology, and the master of applied positive psychology at UJI. She is also a researcher in WANT since 2015, a research group of excellence accredited by UJI as well as the Valencian regional government. She is also an active member of a major impact research project in the area of organizational psychology funded by EC (3 millions over 3 years), "H-WORK: Multilevel interventions to promote mental health in SMEs and public workplaces" that involves 14 partners over 9 countries. In addition, she has joined in various competitive R+D+I research and intervention projects, working with industries providing different interventions in the field of organizational health. She has published various research articles with JCR focusing on the evaluation of positive psychological interventions such as strengths-based coaching and leadership.

#### Some of other featured Lecturers or institutions:

**Dr. Marisa Salanova:** a Doctor in Psychology and Professor of Social Psychology, specializing in Positive Organizational Psychology at the UJI. She is director of the research team WANT, UJI. She is a founding partner and outgoing president of the Spanish Society of Positive Psychology. Author of books "Resilience: How do I get up after falling?", "Healthy Organizations: A Look from Positive Psychology", "Work engagement", "Occupational Health Psychology", "Development of human resources through of learning for change", "Techno-stress", among others.

She has more than 300 national and international publications. She actively participates in competitive research projects subsidized with public funds, and in consulting and advisory activities to companies on psychosocial risk prevention, training, positive psychology, application and development of HR, executed through R + D + i contracts.

She has received recognitions for her career with various awards.

She is a member of the editorial committee of various journals, such as "Journal of Occupational Health Psychology", "European Journal of Work and Organizational Psychology".

**Dr. Susana Llorens:** is Associate Professor of Work Psychology at the UJI, coordinator of the Master's Degree in Work, Organizational and Human Resources Psychology and member of the WANT Research team. She is the first European doctor in Work and Organizational Psychology (UJI) under the direction of Marisa Salanova, Wilmar Schaufeli and Arnold Bakker, obtaining the highest qualification of Outstanding Cum Laudem Unanimously. She

received an Extraordinary Doctorate Award in Social, Behavioral and Education Sciences from the UJI. She has various publications on burnout, techno-stress, work addiction, self-efficacy, engagement, flow, and Healthy and Resilient Organizations. She has developed research projects financed in competitive calls on these topics and is involved in consulting activities under R + D + i contracts.

**Dr. Vicente González-Romá:** Professor of Work and Organizational Psychology at the University of Valencia (UV), and Director of the Institute for Research in Psychology of Human Resources, Organizational Development, and Quality of Work Life (IDOCAL) of the UV. He has been an editor of the European Journal of Work and Organizational Psychology (EJWOP, 2008-2012), and an associate editor of the Journal of Applied Psychology (JAP, 2014-2020) and served as a member of the editorial board in both journals. His research works have been published in scientific journals with a high impact such as the Journal of Applied Psychology, Annual Review of Organizational Psychology and Organizational Behavior, among others.

**Dr. Cristián Coe Calcagni:** A senior consultant in an international consulting firm based in Norway, MIND (Leder- og organisasjonsutvikling, kurs og foredrag). Obtained Ph.D in Psychology from the UJI, specializing in work & organizational psychology, occupational health, mental health promotion interventions and positive psychology. He is also a trained mindfulness and meditation teacher, and lecturer at the Master of Applied Positive Psychology at UJI. He has published articles on mindfulness-based interventions and coaching, and the development of psychometric instruments. He actively participates in the development of research projects financed in competitive calls, such as the European project H-WORK, and collaborates as a researcher and consultant in R + D + i projects in UJI.

**Dr. Alma M<sup>a</sup> Rodríguez-Sánchez:** is Associate Professor of Management and Organizations in the Department of Business Administration at University Jaume I of Castellon, Spain. She defended her thesis on psychology about Flow experience at work in 2009 at Universitat Jaume I. She been visiting scholar at Utrecht University (The Netherlands); Finnish Institute of Occupational Health (Finland) and Helsinki University (Finland). Her research is focused on wellbeing at work, compassion, flow, engagement, compassion and resilience. She has published in international journals such as Work & Stress; Human Relations; Group & Organization Management; European Journal of Work & Organizational Psychology; Stress & Health; Journal of Occupational & Organizational Psychology among others.

**Dr. Eva Cifre:** Associate Professor of Social Psychology at the UJI. She has a Master's degree in Occupational Risk Prevention and a Master's in Gender Studies. She has a doctorate in Work Psychology. Founder and coordinator of the research group GeST (Gender, Health and Work). Coordinator of the interuniversity doctoral program of interdisciplinary gender studies at the UJI. Equality Committee Member. Patron of the Isonomía Foundation, she has participated in 21 competitive research projects (in 4 of them as principal investigator), author of more than 50 articles published in scientific journals, 3 books and 19 book chapters, editor of 5 books, more than 110 conference presentations and 2 patents for psychosocial risk assessment tools. President and organizer of 2 congresses on Health, Emotions and Gender at the UJI (2014 and 2016). Coordinator of 2 editions of the "Empowerment and leadership program for women" (2019 and 2020). Member of the board of directors of the GENET network (CSIC).

**Dr. Isabella Meneghel:** has a PhD in Work and Organizations Psychology and Human Resources from the Jaume I University (Castellón, Spain). Her thesis has been recognized with the Extraordinary Doctorate Prize. She is currently professor in the area of Psychology at the International University of Catalonia (Barcelona, Spain). She has experience in detection and evaluation of psychosocial factors, as well as positive psychological interventions in the organizational setting. She is the author of 8 scientific publications with JCR, 11 scientific publications without JCR (7 articles and 4 book chapters) and more than 60 conference presentations, 19 of them by invitation. She participated in 12 research projects financed through competitive calls and in 7 R&D&i contracts with private and public companies. She completed three research stays abroad, in Italy, Belgium and Finland. Interests and lines of research: occupational health psychology, positive organizational psychology, healthy and resilient organizations, resilience in organizations, evaluation of psychosocial factors, positive psychological interventions.

**Dr. Jonathan Peñalver:** Coordinator of the University Master's Degree in Teacher Training at the International University of Valencia (March, 2019). PhD. in Psychology (UJI), specialized in the study of individual and group positive emotions, as well as their ability to generate resources and obtain high performance. His doctoral thesis has received different awards to date. He has 8 years of teaching and research experience, including research stays abroad at KU Leuven, Belgium, an Kitasato University, Japan, as well as participation in 12 research projects focused on the evaluation, diagnosis and development of the employees' labor well-being. Peñalver has published various scientific articles, whose lines of research are framed in the study of positive emotions, work well-being, work engagement, and healthy organizations.

**Ari Gómez Wilson:** He is an academic coordinator, teacher and mentor in the Master of Applied Positive Psychology - MAPPA and a researcher in the Want Research Team at the UJI. He has a Master in Work Psychology, Organisations and Human Resources and a Master in Applied Positive Psychology, both at the UJI. Currently a PhD candidate in Design, Management and Evaluation of Public Policies in Social Welfare at the Universitat Jaume I and Universitat de València. He has worked in the area of human and organizational development for the last 14 years.

**WANT Research Team:** WANT - Psychosocial Prevention and Healthy Organizations is a research team recognized by the UJI as a High-Performance Group for the tenth consecutive year (2010- 2020). We are specialists in the development of pioneering tools for the evaluation and diagnosis of psychosocial health at work and the design, implementation and evaluation of positive psychological interventions in organizations of different size and sectors. This approach translates into different services we offer through collaboration agreements with various industries in the form of R&D projects.

### **Objectives of the course:**

To obtain an overview of the latest disciplines and applications in “Work & Organizational Psychology (WOP)” and “Positive Organizational Psychology (POP)”.

### **Specifically:**

1. To understand basic models and theories in Work & Organizational Psychology (WOP) and Positive Organizational Psychology (POP).
2. To experience the implementation and real-life functioning of Healthy and Resilient Organizations in different sectors in Spain and the Valencian Community.
3. To engage on a first-hand basis with the latest advances in the applied science of POP through different intervention protocols.
4. To develop a toolkit of applied strategies and resources to enhance wellbeing as a student and/or as a future professional.

**Target Students:** Bachelor or master students in psychology, business administration, health/medical, or those with interests in psychological organizational management.

**Course Duration:** 60 hours (4 hours per day/ 5 days a week, including study visits)

#### **Class Modules:**

Module 1. Work & Organizational Psychology (WOP): An Introduction

Module 2. Positive Organizational Psychology

Module 3. Practical Applications of Positive Work and Organizational Psychology

**Study Visits:** to sample organizations in the Valencian Community, as a Healthy and Resilient Organization Model.

- Vygon (Company dedicated to the manufacture and distribution of surgical medical supplies. The first company in Spain to have an optimistic building, in which they encourage the most positive view of things and promote happiness at work).
- BP (British Petroleum)

#### **Methodology:**

- Lectures will be provided focusing on the theoretical aspects and framework of the science of Positive Work and Organizational Psychology.
- Workshops will be organized providing first-hand experiences of “Positive Psychological Interventions at Work”, and students will be guided to develop an applied project as their final project.
- Study visits will be an important component to understand how the learnt theories are applied to give impacts in optimal functioning of industries.

#### **Course Schedule:**

<b>Module 1 - Work &amp; Organizational Psychology (WOP): An introduction</b>			
Monday 5/09	<b>Session 1</b> 9-14hs	<b>Welcome and Introduction to the course</b>  <b>Work Psychology and Occupational Health</b>	Josefina Peláez Zuberbühler (1hs) Isabella Meneghel (4hs)
Tuesday 6/09	<b>Session 2</b> (9-13hs)	<b>HR Management</b>	Enrique Ovejas
Wednesday 7/09	<b>Session 3</b> (9-13hs)	<b>Organizational change, climate and culture</b>	Vicente González-Romá
Thursday 8/09	<b>Session 4</b> (9-13hs)	<b>Study Visit #1 - Vygon (Valencia)</b> <a href="https://www.vygon.es/">https://www.vygon.es/</a>	Marta Villarino (Vygon) Josefina Peláez (UJI)

<b>Module 2 – Positive Organizational Psychology (POP):</b>			
Friday 9/09	<b>Session 1</b> (9-13hs)	<b>Positive Psychology and Positive Organizational Psychology</b>	Marisa Salanova
Monday 12/09	<b>Session 2</b> (9-13hs)	<b>HEalthy and Resilient Organizations (HERO)</b>	Josefina Peláez
Tuesday 13/09	<b>Session 3</b> (9-13hs)	<b>Work Engagement, Flow &amp; Positive Resources</b>	Alma Rodríguez
Wednesday 14/09	<b>Session 4</b> (9-13hs)	<b>Study Visit #2 – BP (British Petroleum – Castellón)</b>	Marisa Sancho (BP) - Arí Gómez (UJI)

<b>Module 3 – Practical Applications of Positive Work and Organizational Psychology</b>			
Thursday 15/09	<b>Session 1</b> (9-13hs)	<b>Evaluation &amp; Intervention Tools for applied WOP</b>	Susana Llorens
Friday 16/09	<b>Session 2</b> (9-13hs)	<b>Interventions on Mindfulness and Healthy Emotionality</b>	Cristián Coó
Monday 19/09	<b>Session 3</b> (9-13hs)	<b>Interventions on Coaching and Leadership</b>	Josefina Peláez
Tuesday 20/09	<b>Session 4</b> (9-13hs)	<b>Applications on Character Strengths &amp; Positive Psychological Resources</b>	Arí Gómez
Wednesday 21/09	<b>Session 5</b> (9-13hs)	<b>Organizational-level interventions</b>	Jonathan Peñalver
Thursday 22/09	<b>Session 6</b> (9-12hs)	<b>Best Practices on Gender Diversity</b>	Eva Cifre
Friday 23/09	<b>Session 7</b> (9-12hs)	<b>Dissertations: Applied WOP projects</b>	Josefina Peláez + academic tribunals

#### **Evaluation Method:**

Students are expected to present a final project in established workgroups oriented to developing an applied intervention strategy to a real-life scenario of their own choosing, utilizing the models, tools, and resources learnt throughout the course. Each group will present its project during the final workshop and will be evaluated by their peers and an academic tribunal composed of different lecturers participating of the program.