



Rocío LOPEZ-CABRERA

Ph.D. in HR Psychology

Assistant Professor, International Negotiation and Sales Management

r.lopezcabrera@ieseg.fr

EDUCATION

- 2021** Ph.D. in HR Psychology, University of Seville, Spain
- 2021** Ph.D. in Psychology, KU Leuven, Belgium
- 2016** MSc. in Work and Organizational Psychology, University of Seville, Spain
- 2015** MSc. in Work and Organizational Psychology, University of Maastricht, Netherlands
- 2014** Degree in Psychology, University of Seville, Spain

RESEARCH INTERESTS

Human Resource Management, International Negotiation

PROFESSIONAL EXPERIENCE

ACADEMIC:

- 2023 - Present** Professor, IÉSEG School of Management, France
- 2022 - 2023** Professor, University of Seville, Seville, Spain
- 2021 - 2021** Professor, University of Seville, Seville, Spain
- 2017 - 2021** Predoctoral Research Fellow, University of Seville, Seville, Spain
- 2016 - 2016** Research Assistant, University of Seville, Seville, Spain
- 2014 - 2014** Research Assistant, University of Seville, Seville, Spain

CONSULTING EXPERIENCE

- 2021 - 2022** Consultant, AFFOR Prevención Psicosocial, Spain
- 2021 - 2022** Consultant, Knowledgefy Technologies, Spain

COURSES TAUGHT

- Essentials of practical negotiation skills, Grande ecole (master cycle)
- Managing conflict through mediation, Grande ecole (master cycle)
- Business game, Grande ecole (master cycle)
- Applied conflict management theory, Grande ecole (master cycle)
- Work and organizational psychology
- Hr in service organizations
- Business negotiation, Grande ecole (bachelor cycle)
- Organizational psychology
- Degree thesis
- Hr in service organizations
- Social intervention and evaluation methodology
- Work and organizational psychology
- Practicum tutor
- Master thesis
- Organizational psychology
- Advanced studies in work psychology. health and quality of work life
- Introductory orientation course: work and organizational psychology
- Work and organizational psychology
- Organizational psychology
- Organizational psychology
- Organizational psychology
- Organizational psychology

INTELLECTUAL CONTRIBUTIONS

Papers in refereed journals

Published

Lopez Cabrera R., Medina F. J., Euwema M., Arenas A., (2023), To be, or not to be... satisfied in NPOs": A serial multiple mediation and clustering analysis of paid staff and volunteers' profiles, *Frontiers in Psychology*, 14(1042722), pp. 1-17

Lopez Cabrera R., Arenas A., Medina F. J., Euwema M., Munduate L., (2020), Inside "Pandora's box" of solidarity: conflicts between paid staff and volunteers in the nonprofit sector., *Frontiers in Psychology*, 11(556), pp. 1-17

Di Marco D., Lopez Cabrera R., Arenas A., Giorgi G., Arcangeli, Giulio G., Mucci N., (2016), Approaching the Discriminatory Work Environment as Stressor: The Protective Role of Job Satisfaction on Health., *Frontiers in Psychology*, 7(1313), pp. 1-10

Communications in refereed conferences

International

Lopez Cabrera R., Medina F. J., Euwema M., Arenas A., (2023), *Removing barriers for mental illness: inclusive leadership as a diversity management tool* 36th Annual IACM Conference, Thessaloniki, Greece

Other conference and seminar presentations

International

Barragan Diaz A., Hermann, C. C., Lopez Cabrera R., (2024), *The Dark side of Self-Efficacy: Overconfidence Backfires in Native Language Negotiations* IACM 2024, Singapore, Singapore

Lopez Cabrera R., Lara B. M., Medina F. J., Arenas A., Munduate L., (2024), *Learning Conflict and Negotiation Skills through training based on Analogical Encoding* 37th International Association for Conflict Management Conference, Singapore, Singapore

Lopez-Cabrera R., Arenas A., Medina F. J., Euwema M., Munduate L., (2021), *Removing barriers for mental illness: inclusive leadership as a diversity management tool* V National Congress of Psychology and International Symposium on Public Health Psychology, Online, Spain

Lopez-Cabrera R., Arenas A., Medina F. J., Butts T., (2018), *Conflicts in Third Sector: Process and status conflicts in a volunteering nonprofit organisation in Spain*. XI International Workshop in Human Resource Management, Seville, Spain

Lopez-Cabrera R., Arenas A., Medina F. J., Butts T., Munduate L., (2018), *Helping ourselves to help others: Analyzing conflicts in a NPO, A volunteers and paid staff perspective*. 31st Conference International Association of Conflict Management (IACM), Philadelphia, USA

National

Lopez-Cabrera R., Arenas A., Medina F. J., Munduate L., (2019), *Conflictos en Organizaciones No Lucrativas: Retos para la Mediación Social*. IV Congreso Nacional de Psicología, Victoria-Gasteiz, Spain

Lopez-Cabrera R., Arenas A., Medina F. J., Munduate L., (2018), *Conflict and Conflict Management in a Third Sector Organization: A Qualitative Approach* 2nd Congress of Work Psychology and Human Resources, Valencia, Spain

Lopez-Cabrera R., (2016), *Cooperation and Competition as Negotiation Styles in a Salary Negotiation: A Study from the Perspective of Gender* 1st Congress of Work Psychology and Human Resources, Madrid, Spain

Lopez-Cabrera R., Arenas A., Di Marco D., Munduate L., (2016), *Personalidad y estilos de gestión del conflicto: claves para la prevención del acoso laboral*. 1st Congress of Work Psychology and Human Resources, Madrid, Spain

Chapters in books

Published

Lopez Cabrera R., Medina F. J., Munduate L., Butts T., (2023), *Gestión del Conflicto en las Organizaciones: La Mediación Interna Como Sistema Alternativo de Resolución de Disputas*, in: Antonio García-Izquierdo(Eds.), *Procesos Psicosociales en la Prevención de los Riesgos Laborales*, 978-84-18482-52-6, Universidad de Oviedo, Oviedo, chapter 7, pp. 235-252

Grants

- 2019** Research Stay Grant for Doctoral Scholarship Holders, University of Seville (Spain)
- 2018** International Mobility Grant for Researchers, University of Seville (Spain)
- 2017** Doctoral Scholarship, University of Seville (Spain)
- 2015** Grant for International Double Degree Master Studies, University of Seville (Spain)
- 2014** Erasmus+ Grant for Master's Double Degree Studies, Spanish Government (Spain)

GRANTS AND HONORS

Award

- 2022 Finalist XI National Awards for Excellence in Workplace Inclusion and Prevention of People with Disabilities, Fundación Alares, Spain

Honor

- 2021 Doctorate with Cum Laude designation and International Mention., University of Seville, Spain

EDITORIAL ACTIVITY

Reviewer in an academic journal

Nonprofit and Voluntary Sector Quarterly

European Management Journal

PROFESSIONAL SERVICE

Reviewer for an academic conference

31st Conference International Association of Conflict Management (IACM), USA

36th Conference International Association of Conflict Management (IACM), Greece

RESEARCH ACTIVITIES

COMMITTEE CHAIR

Course Coordinator

Coordination Course Managing Conflict Through Mediation 1182, IÉSEG School of Management, France

Coordination Course Essentials of Practical Negotiation Skills 1191, IÉSEG School of Management, France