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1. Publicaciones recientes

Article: A healthy public administration through healthy organizational practices

Miguel Ángel Mañas-Rodríguez · Luis Alcaraz-Pardo

Abstract: In the present study we have proposed a theoretical model based on Kopelman, Brief & Guzzo's model (1990), in which transformational leadership is positioned as an antecedent of organizational climate, and the psychological capital, as a consequence of that climate. The theoretical model was tested using structural equations in a sample of 277 employees of a public Administration. The good fit of the data according to the revised goodness of fit indexes, both in the confirmatory analysis for...

Full-text available · Article · Jan 2017 · Anales de Psicología

Article: Climate, stress and satisfaction: a multilevel study in the public sector / Clima, estrés y satisfacción: un estudio multinivel en el sector público

Vicente Pecino-Medina · Pedro A. Díaz-Fúnez · Miguel A. Mañas-Rodríguez

Abstract: The aim of this study was to examine the mediating effect of role ambiguity on the relationship between climate and job satisfaction in local public administration. Taking the job demands-resources model (JD-R) as the starting point, a multilevel mediation analysis was used to determine the influence of the different services within the sample. The sample consisted of 196 employees in 29 integrated services of two local corporations. Results confirm the job demands-resources model by showing...
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Article · Dec 2016 · Revista de Psicología Social

Article: Validation of the Spanish version of Soane's ISA Engagement Scale

Miguel Ángel Mañas-Rodríguez · Luis Alcaraz-Pardo · Vicente Pecino-Medina · Caroline Limbert

Abstract: The interest in the study of engagement in the academic field can be seen through the increasing number of results in Google Scholar and in Scopus, going from barely 20 results between 2000 and 2005 to more than 500 in Scopus and more than 1100 in Google Scholar between 2011 and 2015. Soane et al. (2012) propose a unified theoretical framework as the basis of the psychological mechanism of engagement, grounded on the approach of Kahn (1990). The aim of this paper is to analyze the...
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Article: Clima y satisfacción laboral en el contexto universitario

Vicente Pecino-Medina · Miguel A. Mañas-Rodríguez · Pedro A. Díaz-Fúnez · Jorge López-Puga · Juan-Manuel Llopis-Marín

Abstract: The aim of this paper is to determine the relationship between climate and job satisfaction in the context of a public university. Data were collected from 318 administrative and technical employees. Multilevel analyses were conducted to test the cross level effects of climate –occurring at a level of administrative areas– and individual job satisfaction. Kopelman, Brief and Guzzo's (1990) model provides a theoretical framework to show the relationships between climate and cognitive and...
Full-text available · Article · May 2015 · Anales de Psicología

Przedsiębiorczość i Zarządzanie

2017 | t. 18, z. 7, cz. 3 Studia z zarządzania międzykulturowego | 5--23

The Experience and Acceptance of Mobbing and Negative Workplace Behaviours in Poland and Spain - Comparative Study Results

Katarzyna Durniat ,Miguel Ángel Mañas Rodríguez