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Chile



## EDUCACIÓN

Pontificia Universidad Católica de Chile  
**Doctorado en Psicología, mención Psicología Organizacional**  
(Chile – 2014)

Universidad Federico Santa María  
**Magíster en Gestión Empresarial**  
(Chile – 2004)

Universidad San Sebastián  
**Ingeniería Comercial, mención Administración de Empresas**  
(Chile – 2000)

## EXPERIENCIA PROFESIONAL

**Salfa Sur, Holding Inversiones Pilmaiquen**  
*Gerente de Marketing*

**Chile**  
*periodo 2004 - 2005*

- Responsable de los procesos de gestión de marketing y de publicidad, junto con la planificación de medios en la zona sur de Chile. Adicionalmente, asesora al Gerente General y el Directorio en materias relacionadas con la estrategia de la empresa y de relaciones públicas.

**Grupo Zavala y Universidad San Sebastián**  
*Gerente de Proyectos*

**Chile**  
*periodo 2001 - 2003*

- Asesor en la gestión del Directorio del Holding de Empresas Zavala. Esta función implicó las siguientes

responsabilidades: realización de procesos de diagnóstico y formulación de planes operativos y estratégicos, evaluación de proyectos, formulación de indicadores para el control de gestión, participación en los procesos de selección y evaluación del personal y encargado de asesorar la implementación y control de los proyectos.

## HABILIDADES

Español: (lengua materna)

Inglés: hablado, escrito.

Anotar otro tipo de habilidades

Usuario avanzado en ambiente office y en software estadísticos SPSS, LISREL, MPLUS.

## PUBLICACIONES

### **Journal of Management & Organization**

- What do job insecure people do? Examining employee behaviors and their implications for well-being at a weekly basis (2022)

### **European Journal of Work and Organizational Psychology**

- Why and when cognitive job insecurity relates to affective job insecurity? A three-study exploration of negative rumination and the tendency to negative gossip (2020)

### **Career Development International**

- Voice and silence as immediate consequences of job insecurity (2020)

### **Journal of Business and Psychology**

- Contingent Reward Transactional Leaders as “Good Parents”: Examining the Mediation Role of Attachment Insecurity and the Moderation Role of Meaningful Work (2019)

### **Career Development International**

- Job insecurity and impression management (2019)

### **Journal of Business Management**

- The Role of Perceived organizational support in job insecurity and performance. (2018)

### **The International Journal of Human Resource Management**

- Job insecurity, procedural justice and downsizing survivor affects. (2018)

### **Journal of Business and Psychology**

- Contingent reward transactional leaders as “good parents”: Examining the mediation role of attachment insecurity and the moderation role of meaningful work. (2018)

### **Review of Business Management**

- The effect of procedural fairness and supervisor support in the relationship between job insecurity and organizational citizenship behavior. (2017)

### **Safety Science**

- Psychological capital: Buffering the longitudinal curvilinear effects of job insecurity on performance. (2017)

### **The International Journal of Human Resource Management**

- How mass layoffs are related to lower job performance and OCB among surviving employees in Chile: an investigation of the essential role of psychological contract. (2016)

### **Iberoamerican Academy of Management**

- How Mass Layoffs are related to lower Job Performance and OCB. (2017)

### **Academy of Management Annual Meeting**

- Coping with Job Insecurity through Job Crafting: Employees with Grit Create I-Deals. Track: Job Insecurity: A Comprehensive Integration of Research Findings. (2017)

### **SIOP (Society for Industrial and Organizational Psychology)**

- Psychological capital: Buffering longitudinal effects of job insecurity on performance. (2016)

### **IAGG World Congress**

- Retirement Income System: A Comparison Between Chile and The U.S. (2016)

**SIOP (Society for Industrial and Organizational Psychology)**

- Examining the complexity between job insecurity, anxiety and innovative performance. (2015)

**Handbook of Organizational Politics (Volume 2)**

- Pay-for-politics: Considering the variable compensation - organizational politics relationship. (2016)