**[Vicente González-Romá](http://www.uv.es/uvweb/universidad/en/listado-noticias/profesor-vicente-gonzalez-roma-nuevo-editor-asociado-revista-journal-of-applied-psychology-1285846070123/Noticia.html?id=1285897642461" \t "_blank)**

**Title: Research in work-unit climate: recent trends and a look into the future**

Climate is a classic topic in organizational psychology. Climate research has shown that work-units’ climate (that is, unit perceptions shared by unit members) is an important construct to understand work-units’ functioning and outcomes. This research has shown that work-units’ climate is related to work-unit emergent states such as collective satisfaction and engagement, work-unit processes such as communication and conflict, and work-unit outcomes such as unit absenteeism, quality of work life, innovation, performance and customers’ perceived service quality. During the last decade, there has been a renewed interest in research about work-unit climate, as shown by the publication of several reviews (e.g., Kuenzi & Schminke, 2009; Scheider, Ehrhart, & Macey, 2013; Zohar & Hofmann, 2012) and handbooks (e.g., Ashkanasy, Wilderom, & Peterson, 2011; Schneider & Barbera, 2014) covering the topic.

         The goal of this lecture is twofold: first, to review some of the recent trends in the literature about work-unit climate, and second, to suggest some research themes that can contribute to improve our understanding of the role that work-unit climate plays in work-unit functioning. Regarding the first goal, I will pay special attention to published studies about dispersion in climate perceptions within work-units. As to the second goal, I will suggest several research questions related to complex forms of climate dispersion within units, the emergence and development of work-unit climate over time, and the relationships among different climate facets.