

# Tomás Vargas-Halabi

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<https://scholar.google.es/citations?hl=es&user=n6cFRawAAAAJ>

[https://www.researchgate.net/profile/Tomas\\_Vargas-Halabi](https://www.researchgate.net/profile/Tomas_Vargas-Halabi)

Professional Code: 609

## Professional profile

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I am a Scholar and Practitioner of Psychological Science with expertise in the organizational field and data analysis. I have worked in Human Resources, Organizational Culture, Innovation, Human Performance, Statistics, and Behavioral Neuroscience. My most recent professional topics of study are Human Values and Personality Scientific Taxonomies, Innovative Work Behavior, Inclusion Climate, and Structural Equations Modeling with composites through Partial Least Squares (PLS-SEM).

## Scholar career

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### Universidad de Costa Rica (UCR)

Psychology School (<https://www.psico.ucr.ac.cr/index.php/es/>)

#### Full Professor and Researcher (2017 – present)

I have taught Qualitative and Quantitative Research Methods, Behavioral Neuroscience, and Organizational Psychology courses. The last one from the behavioral approach

Relevant administrative tasks:

- Coordinator of the Psychobiology Department (2015-2016)
- Coordinator of the XV Symposium of Psychobiology and III Costa Rican Symposium on Applied Behavior Analysis (September 2015)
- Coordinator of Basic Training Courses (2019)
- Scholar Board (2019)
- Self-assessment board (2016- present). I have been part of the team that developed the first strategic plan for the School of Psychology.
- Evaluation Research Board Vice-Rector of Research (2021-2022). Representative of the Social Sciences Faculty

### Institute of Psychological Research (UCR)

Part time researcher, Institute of Psychological Research

Internship Gonzalo Adís Castro (2023-2024)

### Instituto Tecnológico de Costa Rica (TEC)

Business School (<https://www.tec.ac.cr/escuelas/escuela-administracion-empresas>)

#### Part-time professor and researcher (1998 – 2017)

I have taught Human Resources Management, Research Methods, and Statistics for Management courses

## Practitioner experience

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### Instituto Costarricense de Electricidad (ICE)

Technological Innovation Area (Executive Presidency)

Project Manager (2009 – 2010)

Relevant achievements

Led the process of evaluating the organizational culture of ICE in coordination with The Ellan Group (The United States) to determine the viability of developing a Corporate University. It was the first documented adaptation and validation of Denison's model in Costa Rica. I also was the Head Editor of ICE's scientific and technological journal (On)

### **Human Capital Division**

#### **Project Manager (2001 – 2008)**

Relevant achievements

- Design and implementation of the ICE Business Competencies Model used to date. Some of the lines I was directed involved were:
  - Design of the compensation and development competencies framework of the customer service class
  - Led the design of tests to measure competencies
  - Develop the evaluation process of the executive of customer service (this job category did not previously exist)
  - Model of competencies interview

### **TEC**

#### **Coordinator of the Teaching Assessment Program (1997 – 2000)**

Relevant achievements

I was able to process and analyze the evaluations of teachers and administrative personnel (36.000 annual questionnaires). The correct delivery of the assessments was crucial for the course's following semester assignments. This job required the use of programming languages and databases

#### **Coopesa RL (<http://coopesa.com/>)**

#### **Recruitment Coordinator (1996 – 1997)**

#### **Banco de Costa Rica (<http://www.bancoobr.com/>**

**[https://es.wikipedia.org/wiki/Banco\\_de\\_Costa\\_Rica](https://es.wikipedia.org/wiki/Banco_de_Costa_Rica))**

#### **Psychological evaluation coordinator (1992 – 1996)**

### **Publications**

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- **2023**
- Vargas-Halabi, T. & Yague-Perales, R. (2023). Organizational Culture and Innovation: Exploring the "black box". *European Journal of Management & Business Economics*. Accepted
  
- **2017**
- Vargas-Halabi, T. y Mora-Esquivel, R. (2017). Adaptación y dimensionalidad de la escala DOCS en el contexto organizacional costarricense: Aplicación de la Entrevista Cognitiva y el Análisis Factorial Confirmatorio. *Revista Costarricense de Psicología*, 36 (2), pp. 199-226.
- Vargas-Halabí, T.; Mora-Esquivel, R. and Siles, B. (2017). Intrapreneurial competencies: development and validation of a measurement scale. *European Journal of Management & Business Economics*, 26 (1), pp.86-111. DOI: <https://doi.org/10.1108/EJMBE-07-2017-006>
- Vargas-Halabí, T. y Mora-Esquivel, R. (2017). Tamaño de la Muestra en Modelos de Ecuaciones Estructurales con Constructos Latentes: Un Método Práctico. *Revista Actualidades Investigativas en Educación*, 17 (1), pp. 1-34. DOI: <http://dx.doi.org/10.15517/aie.v17i1.27294>
  
- **2015**
- Vargas-Halabí, T.; Mora-Esquivel, R. and Ortiz-Acuña, C. (2015). Cultura Organizacional e Innovación: Un análisis Temático en Empresas de Costa Rica. *TEC Empresarial*, 9 (2), pp. 7-18. DOI: <http://dx.doi.org/10.18845/te.v9i2.2358>.

- **2010**
- López, G. y Vargas, T. (2010). Bioenergía: Panorama de los Biocombustibles. *Revista On*, Grupo ICE, 1 (1), pp. 28-33.
- **2009**
- Vargas, T and León, M. (2009). Aproximaciones Teóricas en la Administración de Recursos Humanos: Enfoque Universalista, Contingente y Configuracional. *Revista Costarricense de Psicología*, 28 (41-42), pp. 169-185.
- Vargas, T and León, M. (2009). Validación y Estandarización de la Escala de Asertividad de Rathus (R.A.S.) en una Muestra de Adultos Costarricenses. *Revista Costarricense de Psicología*, 28 (41-42), pp. 187-2005.
- Fournier-Facio, M. and Vargas-Halabí, T. (2009). Desarrollo de Escalas Psicométricas para la Evaluación de Competencias Laborales. *Revista Costarricense de Psicología*, 28 (41-42), pp. 137-153.
- **2008**
- Vargas, T. (2008). Aproximaciones Teóricas en la Administración de Recursos Humanos. *Revista Costarricense de Psicología*, 27 (40), pp. 69-84
- Vargas, T. (2008). Contribuciones de la Modificación de Conducta Organizacional (OBM) a la Gestión Total de la Calidad (TQM). *Revista Costarricense de Psicología*, 26 (39), pp. 35-42.
- **2006**
- Vargas, T. and León, M. (2006). Cultura Nacional en Costa Rica: Un estudio Exploratorio-Descriptivo desde el Modelo de Hofstede. *Revista Costarricense de Psicología*, 25 (38), pp. 55-60.
- **2005**
- Vargas, T. (2004-2005). Evaluación Conductual en la Selección de Personal: El uso de Simulaciones Laborales. *Revista Costarricense de Psicología*, 23-24 (36-37), pp. 69-78.
- Vargas, T. (2004-2005). La entrevista Conductual en la Selección de Personal: Antecedentes y Perspectivas. *Revista Costarricense de Psicología*, 23-24 (36-37), pp. 59-67.
- **1997**
- León, M.; Vargas, T.; Ramírez, R. (1997). Aplicación de un Paquete de Técnicas Conductuales para la Reducción de la Conducta Tímida en Niños y Niñas, por Medio de la Participación de Padres, Madres y Maestros como Mediadores. *Revista Costarricense de Psicología*, 26, pp. 61-79.

### **Conferences and Symposiums**

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- Speaker at the Global Digital Week of the Global Institute for Digital Competitiveness in Mexico: "People as amplifiers of Innovation." (February 21 to 26, 2022).
- Speaker at the 2nd International Congress of Psychology and 9th Costa Rican Congress: "Effect of Organizational Culture on Innovation: An Empirical Study." (November 11, 2021).
- Speaker at the 2nd International Congress of Psychology and 9th Costa Rican Congress "An empirical study with working people using the BFI." (November 11, 2021).
- Speaker at the Pre-Congress Rethinking Organizational Psychology: How to manage human well-being? "The missing link in Talent Management: Human performance." (November 6, 2021).

- Speaker at the International Telework Congress (September 21-24, 2021): "Performance Management: Tools for the effective implementation of Telework: A Behavioral Approach."
- Member of the coordinating team of the First International Virtual Symposium: Rebuilding Human Management from the Pandemic (October 16 and 17, 2020).
- Lecture: "OBM: Background and Perspectives" in the Module of Behaviorism of Theories and Systems of Psychology II, bachelor's degree in Psychology at the UCR. (November 2019).
- Moderator of the panel: "Teaching / Learning Process in the Psychology Career: Experiences and Conceptions." School of Psychology, UCR.
- Lecture: "Applied Thematic Analysis (ATA) in Qualitative Research for Business Management," in the Research Methodology course of the bachelor's degree in Business Administration of TEC. (May 2018).
- Coordinator of the "I Cycle of conferences: Current Issues in Organizational Psychology" for the Area of Services and Social Benefits of the CCSS. (September 2017).
- Panelist at the First Employer-Labor Forum: "Diversity as a Strength for Human Talent in Modern Organizations." CCSS. (September 2017).
- Speaker at the Symposium Uses, and Applications of Cognitive Interviewing in Measurement, Evaluation and Psychometrics Contexts of the I International Congress and VIII Costa Rican Congress of Psychology (October 2016).
- Speaker at the IV Research Meeting of the School of Business Administration: "Impact of Organizational Culture on Business Innovation". (November 2015).
- Speaker at the XIV Costa Rican Symposium of Psychobiology and II Costa Rican Symposium of Applied Behavioral Analysis: "Behavioral Evaluation in Personnel Selection: The use of labor simulations". (2002).
- Speaker at the XII Costa Rican Symposium of Psychobiology and I Costa Rican Symposium of Applied Behavior Analysis: "Organizational Behavior Management (OBM): Background and Perspectives". (August 2003).
- Speaker at IV National Congress of Psychology: "Behavioral Interviewing Applied to the Personnel Selection Process". (August 1998).
- Coordinator Symposium at the IV National Congress of Psychology: "Cognitive-Behavioral-Emotional Model, past, present and future". (August 1998).

## **Education**

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- Ph.D. in Business Management / University of Valencia, Spain
- Advanced Studies Diploma in Business Management / University of Valencia, Spain
- Master in Business Management / TEC
- Major in Psychology / UCR
- Bachelor degree in Psychology / UCR

## **Training (selected from 2000)**

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- 2023
- PLS-SEM: Fundamentals and advanced developments (5th edition), José Luis Roldán Ph.D. and Gabriel Cepeda Ph.D., University of Seville, Spain.
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- 2022
- Variance-Based Structural Equation Modeling: Partial Least Squares (PLS) for Social Science Researchers (10th edition). José Luis Roldán Ph.D. and Gabriel Cepeda Ph.D., University of Seville, Spain.
- Neuroscience of the senses, Ignacio Morgado Ph.D., professor at the Autonomous University of Barcelona, sponsored by the College of Professionals in Psychology and Neuroconnections
- 2021
- PLS-SEM: Fundamentals and advanced developments (2th edition), José Luis Roldán Ph.D. and Gabriel Cepeda Ph.D., University of Seville, Spain.
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- Variance-Based Structural Equation Modeling: Partial Least Squares (PLS) for Social Science Researchers (8th edition). José Luis Roldán Ph.D. and Gabriel Cepeda Ph.D., University of Seville, Spain.
- 2019
- Certification course of BANEDI and Introductory NEF, Pablo Duque San Juan Ph.D., Spain.
- 2017
- Variance-Based Structural Equation Modeling: Partial Least Squares (PLS) for Social Science Researchers (7th edition). José Luis Roldán Ph.D. and Gabriel Cepeda Ph.D., University of Seville, Spain.
- 2016
- Statistical and Methodological Leveling for Structural Equation Models with Partial Least Squares. Technological Institute of Costa Rica.
- 2013
- Introduction to the Textual Qualitative Data Processing using ATLAS.ti. Institute of Educational Research, University of Costa Rica.
- 2009
- Analysis of Variance with SPSS PASW. SPSS Costa Rica. San José Costa Rica.
- Segmentation Techniques with SPSS PASW. SPSS Costa Rica. San José Costa Rica.
- Forecasts with SPSS, SPSS Costa Rica. San José Costa Rica.
- Time Series Analysis with E-Views. School of Statistics, University of Costa Rica. San José, Costa Rica.
- 2008
- Management Skills Seminar. Dando Group. San José, Costa Rica.
- 2007
- Corporate Universities: Supporting a Competitive Advantage. The Elan Group. San José Costa Rica.
- Seminar on Impact Assessment. Research and Training in Public Administration (CICAP) of the University of Costa Rica, sponsored by GTZ with the auspice of the University of Saarland, Germany. San Jose, Costa Rica.
- 2006-2007
- 150 Training hours given by the M.Sc. Marco Fournier Facio for Design and Validation of Measurement Instruments in Psychology, certified by ICE. San José Costa Rica.
- 2004
- Multivariate Analysis with SPSS, Statistical Services Unit (USES), School of Statistics, University of Costa Rica. San José Costa Rica.
- Inferential Statistics with SPSS, Statistical Services Unit (USES), School of Statistics, University of Costa Rica. San José Costa Rica.

- 2002-2003
- Psychometric Analysis of Tests, Classical Theory, and Item Response Theory. Statistical Services Unit (USES), School of Statistics, University of Costa Rica. San José Costa Rica.
- 2001
- Various training courses by the consulting H.R. PARTNERS in Competencies Management. San José Costa Rica.

### **Competencies and skills**

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- General Linear Model, Statistical Power and Effect size (solvent management of the IBM SPSS and JAMOVI)
- Structural Equation Modeling based on Factors and Composites with EQS 3.6, Mplus 8 and SmartPLS 4
- Thematic Analysis
- Behavioral Neuroscience
- Classical Theory of Tests
- Organizational Culture and Innovation
- Organizational Development and Human Recourses
- Behavior Analysis and Human Performance Technology

### **Acknowledgments**

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- Psychology degree thesis with distinction and recommendation for publication (1995), University of Costa Rica
- Honorable Mention for contributions to national scientific production, through the Costa Rican Journal of Psychology (2008).
- Ph.D. with outstanding qualification and mention "cum laude" (2016), University of Valencia
- Full Professor at the University of Costa Rica (2017)
- Recognition for the outstanding contribution to the Virtual International Symposium: Rebuilding Human Management from the Pandemic (2020). College of Professionals in Psychology of Costa Rica
- Winner of the 2023-2024 "Gonzalo Adis Castro internship" at Institute of Psychological Research of University of Costa Rica
- Reviewer of scientific articles in several journals. For instance, *Psyche* of Pontificia Universidad Católica de Chile (<http://ojs.uc.cl/index.php/psykhe/about>) and the *European Journal of Management and Business Economics* (<https://www.emeraldgrouppublishing.com/journal/ejmbe>). Both journals are indexed in the Scopus Database

### **Language**

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- Spanish: native proficiency
- English: advanced