



July 18-22, 2022 | VOLUME 8, NUMBER 19



# NEWSLETTER

## IN THIS ISSUE

Publication: Perceived overqualification and work engagement: the moderating role of organizational size .....2

IDOCAL at the European Congress of Psychology ECP 2022 .....3

Thesis Defense: Baltasar Gómez .....4





Marija Davcheva elected President of Division 15 International Association of Applied Psychology .....5

CALL FOR ARTS TEAM LEADERS .....6

# Publication: Perceived overqualification and work engagement: the moderating role of organizational size

Congratulations to professors Vicente González-Romá, Ana Hernández, Adoración Ferreres, Rosario Zurriaga, Jesús Yeves y Pilar González-Navarro for their new publication in Current Psychology.

## Perceived overqualification and work engagement: the moderating role of organizational size

Inés Tomás<sup>1</sup>  · Vicente González-Romá<sup>1</sup>  · Victor Valls<sup>1</sup>  · Ana Hernández<sup>1</sup> 

Accepted: 26 June 2022  
© The Author(s) 2022

### Abstract

Testing two competing hypotheses based on different theories (i.e., the theory of career mobility and social exchange theory), this study examines whether organizational size enhances or buffers the negative relationship between perceived overqualification (i.e., having more education or qualifications, skills, and/or experience than one's job requires) and work engagement (a positive, affective-motivational state of fulfillment characterized by vigor, dedication, and absorption). The study sample consisted of 107 university graduates. A time-lagged design with two data collection points was implemented. Data were analyzed using moderated regression. The results showed that organizational size enhanced the negative relationship between perceived overqualification and engagement (vigor, dedication, and absorption). This is the first study to show the moderator role of organizational size in the investigated relationship. To mitigate the dysfunctional consequences of perceived overqualification on work engagement, we suggest that large organizations should give overqualified employees the opportunity to develop long-term, high-quality relationships in their work environment.

**Keywords** Perceived overqualification · Engagement · Vigor · Dedication · Absorption · Organizational size

You can read it [here](#)

# IDOCAL at the European Congress of Psychology ECP 2022

IDOCAL members participated at the 17th European Congress of Psychology ECP 2022 Psychology as the Hub Science: Opportunities and Responsibility that took place in Ljubljana, Slovenia from 5 to 9 July.

**Ana Hernández, Inés Tomás, & Vicente González-Romá** organized a symposium on the topic

*Broadening our understanding of Job quality: From its conceptualization and measurement to their correlates where several studies were presented:*



- *Developing Standard Measures of Job Quality* by Chris Warhurst, Sally Wright, Angela Knox
- *Quality of Work and Quality of Employment Profiles and Their Longitudinal Impact on Well-Being* by Philipp Sischka, Martha Fernandez de Henestrosa, Georges Steffgen
- *Situational Job Characteristics and Their Impact on Perceptions of Job Quality: A Longitudinal Study Before and During the COVID-19 Pandemic* by Ana Hernández, Inés Tomás, Vicente González-Romá, Marija Davcheva
- *Career Identity and University Graduates' Engagement at Work: The Mediating Role of Education-Job Fit and the Moderating Role of Gender* by Juan Gamboa, Carmen Picazo, Ana Hernandez, Vicente González-Romá

Moreover, **Marija Davcheva** presented, *A New Measure of Employability: The Multidimensional Employability Questionnaire (MEQ)* by Marija Davcheva, Vicente González-Romá, Ines Tomás and Ana Hernández

**Ana Hernández** as the Spanish representative in the EFPA Board of Assessment presented: *Improving Tests and Testing Practices: The Case of Spain* by Ana Hernández, Paula Elosua, Francisco José Abad, José Ramón Fernández-Hermida, José Muñiz

# Thesis Defense: Baltasar Gómez

Our colleague, Baltasar González, presented the PhD thesis entitled “**Trabajo colaborativo en entornos virtuales: diseño y evaluación de una intervención para la mejora de la eficacia y el bienestar**” on 18th July 2022. The thesis took place at the Faculty of Psychology and after different questions, comments and deliberation by the tribunal, the thesis received the grade of Excellent “**Cum Laude**”.

The dissertation, directed by Profs. Virginia Orengo and Ana Zornoza, investigated wellbeing and effectiveness in collaborative virtual environments, and tested the effectiveness of an emotional management training to improve team functioning and results.

The tribunal evaluating the thesis consisted of Prof. José María Peiró (UV), Prof. Francisco Medina (Universidad de Sevilla), and Prof. Isabel Dimas (Universidade de Coimbra, Portugal).



# Marija Davcheva elected President of Division 15 International Association of Applied Psychology

Congratulations to our member Marija Davcheva who was elected **President of the Division 15 Students and Early Career Researchers, of the International Association of Applied Psychology IAAP.**

Marija has been an active member of the International Association of Applied Psychology and was the Secretary of Communication in the Division 15 as well as the current Executive Director of Communication of Division 6 Community and Clinical Psychology.

Marija will serve as the new Division 15 president for the next 4-year mandate 2022-2026 and plans to work on developing and expanding the division through the international collaboration among students and early careers researchers in various internal projects as well as external projects with APA and United Nations!



To join the great opportunities coming up for students and early career researchers contact Marija and keep an eye on the website of IAAP because more news are coming soon!

# CALL FOR ARTS TEAM LEADERS

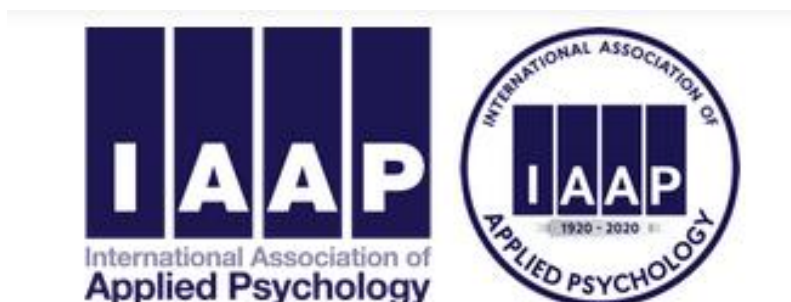
The Advanced Research Training Seminar (ARTS) is currently looking for six engaged postdoctoral or early career researchers in psychology to become team leaders for ARTS 2022-2023.

## TEAM LEADER RESPONSIBILITIES

- Formulate a research project that your team will work on
- Guide your team through this project
- Facilitate team interactions and coordinate team activities (e.g., meetings) throughout your research project
- Provide your team members with support and feedback on their work
- Aim to prepare and submit a research article about your team's research project
- Commit to (approximately) a 9-month project starting in Autumn 2022

## BENEFITS

- Collaborate on a research topic of your interest
- Network and work with peers from around the world
- Gain experience working in a leadership and supervisory role
- Potential for academic outputs (e.g., research articles) in your field of research
- Meet leading scholars and renowned experts
- Free participation to ARTS
- Free accommodation and meals during the ARTS meeting in London from the 29th of June 2023 to the 2nd of July 2023
- Possibility to apply for a travel bursary
- IAAP one-year membership



More information [here](#)



# NEWSLETTER

## AKNOWLEDGMENTS

Baltasar González

Víctor Valls

Marija Davcheva

José María Peiró

## EDITOR

Lucía Barrera

Have something you'd like to see in Idocal Newsletter?

Contact the editor at: [lucia.barrera@uv.es](mailto:lucia.barrera@uv.es)