

## Curriculum Vitae

Ana Hernández Baeza

### Biodata.

Ana Hernández got her PhD in Psychology in 1998 at the University of Valencia, where she has been associate professor since 2003. She has a double affiliation with the department of Methodology, and the Research Institute for Personnel Psychology, Organizational Development, and Quality of Working Life (IDOCAL). She teaches Statistics and Psychometrics to undergraduates and participates in different Master's programs (Work, Organizational and Personnel Psychology, and marketing).

Her main methodological research interests are related to validity of measurement instruments, in general, and scale and item functioning, in particular. She has published about these topics in journals such as *Multivariate Behavioral Research*, *Journal of Applied Psychology*, *Structural Equation Modeling* and *Psicothema*, among others. She also represents Spain in the EFPA commission for the European accreditation of test users and is member of the Spanish test commission within the Spanish Psychological Association. She has experience as assessor and analyst in the assessment of competences at primary and secondary school as well as in evaluating the equivalence of translated tests across languages and cultures.

Regarding WOP-P Psychology, her main research interests are related to team climate, leadership, and underemployment. She has recently published on these topics in journals such as *Journal of Applied Psychology*, *Psicothema*, and the book *Underemployment: Psychological, Economic, and Social Challenges*.

**a) Education:**

1. **Degree** in Psychology (Univ. of Valencia, 1992).
2. **PhD** in Psychology cum laude (Univ. of Valencia, 1998).

**b) Teaching experience**

- Undergraduate: Psychometrics (1996/97-2001/02, 2004/05, 2008/09-2014/15), Statistics (1994/95, 1998/99, 2001/02-2007/08, 2009/10), Data Processing (1995/96-2000/01), Research Methods: Basics (1996/1997, 1998/99-1999/2000, 2002/03-2003/04, 2005/06) Experimental Research Methods (2000/2001)
- Post-graduate Master and doctoral studies. Advanced Research Methods. (2002/03 to 2004/05) -Interuniversity Program in Work and Organizational Psychology (quality awarded from Spanish Ministry of Education and Science)-. Multivariate Research in WOP-P Psychology (2006/07 to 2014/15) and Basic Intervention Methods and Evaluation (2008/09 to 2014/15) –European Master in WOP-P Psychology (Erasmus Mundus). Causal research methods (2010/11 to 2011/12) -Máster in Marketing (Department of Economics, UV)

**c) Research areas & experience**

Research projects (since 2002)

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- Climas perceptivos, climas afectivos y teoría de la dispersión. Antecedentes y consecuencias de la configuración del clima perceptivo y afectivo de las unidades de trabajo (**Perceptive climates, affective climates and dispersión theory: antecedents and consequences of the emergence and configuration of perceptive and affective climates in workteams**) Financed by Ministerio de Educación y Ciencia (2002-2004). Main researcher: Vicente González Romá
- El sesgo de los tests en la población escolar valenciana: ¿Están las aptitudes de los escolares valenciano-parlantes infravaloradas? (**Test bias in the Valencian scholar population: are Valencian speaker's aptitudes undervalued?**) Financed by: Conselleria de cultura i educació. Generalitat de Valencia (2002). Main researchers: Vicente González Romá and Doris Ferreres Traver
- Evaluación del Funcionamiento Diferencial de los items mediante los procedimientos Mantel-Haenszel y SIBTEST (**Evaluation of Differential Item Functioning by means of Mantel-Haenszel and SIBTEST procedures**). Financed by: Ministerio de Educación y Ciencia. (2000-2003). Main researcher: José Muñiz Fernández

- Detección del Funcionamiento Diferencial de los Items con formato de respuesta graduada mediante Análisis Factorial Confirmatorio con estructura de Medias y Covarianzas Latentes: criterios de significación estadística, criterios prácticos y cuantificación. (**Differential Item Functioning of graded response items by means of Confirmatory Factor Analysis with Latent Mean and Covariance structure: statistical significance, practical and quantification criteria**). Financed by: Generalitat Valenciana. Conselleria de Cultura, educació i esports. (2003-2005) Main researcher: Ana Hernández Baeza
- Diversidad y rendimiento en los equipos de trabajo (**Diversity and work team performance**). Financed by: Ministerio de Educación y Ciencia. (2004-2007). Main researcher: Vicente González Romá
- CONSOLIDER: Programa de investigación en psicología de las organizaciones y del trabajo: unidades de trabajo y calidad de vida laboral (**CONSOLIDER: Research program on Work and Organizational psychology: work units and quality of working life**). Financed by: Ministerio de Educación y Ciencia (2007-2011) Main researcher: José María Peiró Silla
- Liderazgo, afecto y resultados del trabajo: una investigación multinivel y longitudinal (**Leadership, affect and work outcomes: a multilevel longitudinal research**). Financed by: Ministerio de Ciencia e innovación (2011-2013) Main researcher: Vicente González Romá
- **Extending knowledge about graduates' overqualification in order to design intervention strategies**. Financed by: Ministerio de Economía y Competitividad (2014-2016) Main researchers: Ana Hernández and Vicente González Romá

#### Recent International conferences (since 2002)

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- González-Romá, V.; Hernández, A. & Gómez, J. (2002) An evaluation of the Multiple-Group Mean and Covariance Structure Analysis Model for detecting differential item functioning in graded response items. International Test Commission's Conference on Computer-Based testing and the Internet. Winchester (UK)
- Espejo, B. González-Romá, V.; & Hernández, A. (2004) Psychometric Properties of a new version of the Job Anxiety Questionnaire. VII European Conference on Psychological Assessment. Málaga (Spain)
- Hernández, A.; González-Romá, V.; Peiró, J.M., West, M. & Bashshur, M. (2005) Comparison of four measures of work team performance: objective financial measures vs. employee's supervisor's and external rater's subjective ratings. XII European Conference on Work and Organizational Psychology. Istanbul: Turkey

- González-Romá V., Hernández A., Peiró J. M., Fortes-Ferreira L., & Gamero N. (2006) Team climate, team processes, and team effectiveness. A longitudinal study. The 26th International Congress of Applied Psychology (ICAP). Athens: Greece
- Hernández, A. Tomás, I., González-Romá, V. (2006) Evaluating test measurement equivalence across languages using the MACS model. 5th Conference of the International Test Commission Brussels (Belgium )
- Hernández, A. González-Romá, V.; Peiró, J.M., Fortes, L. & Gamero, N. (2007) Team climate configurations: effects on team processes and effectiveness. 22nd Annual Conference of the Society for Industrial and Organizational Psychology –SIOP. New York, USA
- González-Romá, V, Hernández, A.; Peiró, J.M., Fortes, L. & Gamero, N. (2007) Examining team climate configurations: Relationships with team processes and outcomes. XIII European Congress on Work and Organizational Psychology. Stockholm (Sweden)
- Bashshur, M.R., González-Romá, V. & Hernández, A. (2007) When Supervisors and Their Teams Disagree: The Effect of Climate Misperceptions on Team Outcomes. XIII European Conference on Work and Organizational Psychology.
- Bashshur, M.R., Hernández, A. & González-Romá, V. (2007) The consequences of misestimating a climate for organizational support: a longitudinal study. Annual Meeting of the Academy of Management. Philadelphia, PA (USA)
- Bashshur, M.R., Cojuharenco, I & Hernández, A. (2008) Justice in memory: Changes in justice perceptions over time. 23rd Annual SIOP Conference. San Francisco, CA (USA)
- Hernández, A., Chernyshenko, O., Stark, S. & Drasgow, F. (2008) DIF Detection With MACS: Effectiveness And Efficiency of Two Approaches. 23rd Annual SIOP Conference. San Francisco, CA (USA)
- Bashshur, M.R., Hernández, A. & González-Romá, V. (2008) Predicting disagreement: a longitudinal study of the antecedents of differences in organizational climate perceptions. Institute of Work Psychology (IWP) Conference: Work, Well-being and Performance. Sheffield (United Kingdom)
- Chorro, J.L, Tomás, I. & Hernández, A. (2008) Estimation of students' knowledge: A comparison of strategies. III European Congress of Methodology. Oviedo (Spain)
- Lloret, S., González-Romá, V., Ferreres, D., Tomas, I. & Hernandez, A. (2008) How IRT models can be used to reveal how respondents construe ambiguous response formats. III European Congress of Methodology. Oviedo (Spain)
- Fidalgo, A., Hernández, A. & Scalón, J. (2008) Using generalized MH statistics for detecting DIF among multiple groups. III European Congress of Methodology. Invited

presentation at the symposium; Mantel-Haenszel methods for DIF detection. Oviedo (Spain)

- Hernández, A., Gómez, J. González-Romá, V., Tomás, I., Lloret, S. & Ferreres, D. (2008) Quantifying DIF by means of MACS: An empirical application of the Expected Change parameter. III European Congress of Methodology. Invited presentation at the symposium; Differential Item Functioning: New procedures and applications to crosscultural testing . Oviedo (Spain)
- Hernández, A., Chernyshenko, O., Stark, S. & Drasgow, F. (2008) Identification of the type of DIF by means of MACS: A Monte Carlo simulation under extended conditions. III European Congress of Methodology. Invited presentation at the symposium; Linear and non-linear models in assessing measurement invariance. Oviedo (Spain)
- Hernández, A., García-Meneses, J.; Araya, C & González-Romá, V. (2009) Charisma and affective-climate: The role of leader's influence and interaction. 24<sup>th</sup> Annual SIOP Conference. New Orleans, LO (USA)
- Bashshur, M. & Hernández, A. (2009) Overqualification, job knowledge, skill, and motivation. 24<sup>th</sup> Annual SIOP Conference. Invited presentation at the symposium: Overqualification: New directions and practical implications New Orleans, LO (USA)
- Hernández, A., González-Romá, V. & Tomás, I. (2009). A comparison of within-group agreement indices: A Monte Carlo simulation. 14th European Congress of Work and Organizational Psychology. Santiago de Compostela (Spain)
- Hernández, A. (2010) Using CFA with latent mean and covariance structure to detect DIF in dichotomous items: an empirical example. IV European Congress of Methodology. Postdam/Berlin (Germany)
- Hernández, A., Bashshur, M.R. & Peiró, J.M. (2011) Overeducation: Permanent or Transitory? The Role of Time and Voluntary Turnover. 26th Annual SIOP Conference. Invited presentation at the symposium: Underemployment: An Interdisciplinary Look at Operationalizations, Antecedents, and Outcomes. Chicago, IL (USA)
- Hoyos, C.; Hernández, A. & González-Romá, V. (2011) Does team affective climate influence leader's mood? The moderating role of climate strength and leaders' emotional comparison on reciprocal relationships. 15th European Congress of Work and Organizational Psychology. Maastrich (The Netherlands)
- Hernández, A.; Bashshur, M.R. & González-Romá, V. (2011) Predicting team-manager perceptual agreement: the persuasive effects of team climate strength. 15th European Congress of Work and Organizational Psychology. Maastricht (The Netherlands)
- Hernández, A. & Fidalgo, A.M. (2011) Statistics for detecting DIF among multiple groups: A simulation study. 12 International Congress of Psychology. Istanbul (Turkey)

- Hernández, A., Bashshur, M.R.; González-Romá, V. & Peiró, J.M. (2012) Putting the effects of overqualification in perspective: the role of career development stage, previous overqualification and expectations in a Spanish sample. Invited presentation at the symposium: Overqualification Across Cultures: Applicability of Established and New Models. San Diego, CA (USA)
- Hernández, A.; Oltra, R. & González-Romá, V. (2013) When Do Leaders Interact Too Much? Exploring Non-Linear And Moderated Relationships Between The Frequency Of The Interactions And Team Affective Climate. 16th European Congress of Work and Organizational Psychology. Munster (Germany)
- González-Romá, V. & Hernández, A.; (2013) Climate uniformity: its influence on team states, processes and outcomes. 16th European Congress of Work and Organizational Psychology. Munster (Germany)
- Hernández, A.; Paterson, K. & González-Romá, V. (2013) Affective and cognitive team constructs: The reciprocal relationship between team affective climate and team potency. 16th European Congress of Work and Organizational Psychology. Munster (Germany)
- Valls, V., González-Romá, V. Hernández, A.; Yeves, J. & Gamboa, J. P. (2013) Quality of Education and New Entrants' Job Search Intensity: The Mediating Role of General Self-efficacy. 16th European Congress of Work and Organizational Psychology. Munster (Germany)
- González-Romá, V. & Hernández, A.; (2013) Uncovering the dark side of innovation: The influence of the number of innovations on work teams' satisfaction and performance through team negative mood. EAWOP Small Group Meeting on "Innovation in organizations, initiative and creativity: a dialectic perspective". Valencia (Spain)
- Tomás, I.; Hernández, A. Ferreres, A. & Lloret, S. (2013) Do we apply exploratory factor analysis (EFA) properly? Old practices, new recommendations. Invited presentation to the Scientific meeting on WOP-Psychology. University of Valencia. Valencia (Spain)
- Lloret, S., Ferreres, A. Hernández, A. & Tomás, I. (2013) Software applied to EFA: Do's, Don'ts and How-To's. Invited presentation to the scientific meeting on WOP-Psychology. University of Valencia. Valencia (Spain)
- Lloret, S., Ferreres, A. Hernández, A. & Tomás, I. (2013) Software applied to EFA: Do's, Don'ts and How-To's. Invited presentation to the scientific meeting on WOP-Psychology. University of Valencia. Valencia (Spain)
- González-Romá, V.; Hernández, A. & LeBlanc, P. (2014) Charismatic leadership homogeneity: antecedents and consequences in work team. 27th Annual SIOP Conference. Honolulu (HI)

- Hernández, A. & González-Romá, A. (2014) Proposing a shortened versión of Scandura & Graen's (1984) Leader-Member-Exchange Scale: Information Function and Validity. 9<sup>th</sup> Conference of the International Test Commission. San Sebastian (Spain)
- Hernández, A. & Ramos, J. (2014). The effects of underemployment on work identity, employability and preferences for specific job features among youngsters entering the job market. 28<sup>th</sup> International Congress of Applied Psychology. Paris (France)
- Hernández, A., Tomás, I., Ferreres, A. & Lloret, S. (2014) Applying the EFPA test review model as a way of improving tests and testing in Spain: Results of the third evaluation of tests. VI European Congress of Methodology. Utrecht (The Netherlands)

#### Recent publications (since 2002, in English)

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- Hernández, A & González-Romá, V. (2002) Analysis of Multitrait-Multioccasion data: Additive vs. multiplicative models. *Multivariate Behavioral Research*, vol. 37, pp.59-87
- Hernández, A. & González-Romá, V. (2003) Evaluating the Multiple-Group Mean and Covariance Structure Analysis model for the detection of Differential Item Functioning on polytomous ordered items. *Psicothema*, vol. 15, pp. 322-327
- Hernández, A.; Drasgow, F. & González-Romá, V. (2004) Investigating the functioning of a middle category by means of a mixed-measurement model. *Journal of Applied Psychology*, vol. 89, pp. 687-699
- Hernández, A, & Bashshur, M. R. (2004) Charles Hulin on the Evolution of Work and Organizational Psychology. *Revista de Psicología Social Aplicada*, 14, 3, 47-66
- González-Romá, V.; Tomás, I.; Ferreres, D. & Hernández, A. (2005) Do items that measure self-perceived physical appearance function differentially across gender groups? *Structural Equation Modeling: A multidisciplinary Journal*, vol. 12. pp. 157-171
- González-Romá, V.; Hernández, A. & Gómez, J. (2006) Power and type I error of the multiple-group mean and covariance structure analysis model for detecting differential item functioning in graded response items. *Multivariate Behavioral Research*, vol.41 (1), pp: 29-53
- Hernández, A., Espejo, B. & González-Romá, V. (2006) The functioning of central categories *Middle Level* and *Sometimes* in graded response scales: does the label matter? *Psicothema*, vol 18 (2) pp. 300-306
- Hernández, A., Araya, C., García-Meneses, J. & González-Romá, V. (2009) Leaders' charisma and team affective climate: The moderating role of leader's influence and interaction. *Psicothema*, Vol. 21, nº 4, pp. 515-520

- Bashshur, M. Hernández, A., & González-Romá, V. (2011) When Managers and Their Teams Disagree: A Longitudinal Look at the Consequences of Differences in Perceptions of Organizational Support. *Journal of Applied Psychology, Vol 96(3)*, pp. 558-573
- Bashshur, M.R; Hernández, A., & Peiró, J.M. (2011) The Impact of Underemployment on Individual and Team Performance. In D. Maynard & D. Feldman (Eds.). *Underemployment: Psychological, Economic, and Social Challenges*. Springer Publishing: New York, pp 187-214.
- Peñarroja, V., Zornoza, A.; Orengo, V. & Hernández, A. (2013) The effects of virtuality level on task-related collaborative behaviors: The mediating role of team trust. *Computers in Human Behavior, 29 (3)*, pp. 967-974
- López de Castro, B.; Gracia, F., Peiró, J.M.; Pietrantoni, L. & Hernández, A. (2013) Testing the validity of the International Atomic Energy Agency (IAEA) safety culture model. *Accident Analysis & Prevention, 60*, 231-244
- González-Romá, V. & Hernández, A. (in press). Climate uniformity: its influence on team communication quality, task conflict and team performance. *Journal of Applied Psychology (available in on-line first)*
- Peiró, J.M., Hernández, A. & Ramos, J. (set to publish March 2015). The challenge of building human capital and benefiting from it. A person-centric view of youth unemployment and underemployment. In L. Finkelstein, D. Truxillo, F. Fraccaroli and R. Kanfer (Eds.) *Facing the Challenges of a Multi-Age Workforce: A Use Inspired Approach*. SIOF Frontiers

d) **Relevant contracts related with testing**

- Construction, evaluation and administration of performance tests. Agreement between Universitat de Valencia and the Valencian Institute for assessment and education quality. Conselleria de Educació February-May 2007.
- Educational assessment of primary and secondary schools in the Valencian Region. . Agreement between Universitat de Valencia and the Valencian Institute for assessment and education quality. 2008-2009
- Participation as expert to compare English and Spanish versions of some dimensions of the PISA project.