

- Faculté des sciences
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### Overqualification at work (3PS2054)

Filières concernées	Nombre d'heures	Validation	Crédits ECTS
<b>Master en psychologie, orientation psychologie du travail et des organisations</b>	<b>Cours: 2 ph</b>	Voir ci-dessous	6

ph=période hebdomadaire, pg=période globale, j=jour, dj=demi-jour, h=heure, min=minute

#### Période d'enseignement:

- Semestre Printemps, Semestre Automne

#### Equipe enseignante

Prof. Maïke Debus  
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#### Contenu

ATTENTION: vous devez impérativement vous inscrire auprès du secrétariat de l'IPTO ([secretariat.ipto@unine.ch](mailto:secretariat.ipto@unine.ch)) d'ici au mardi 21 septembre 2021 avant midi, sans quoi votre inscription ne sera pas prise en considération.  
Lorsque vous êtes en possession de votre log in @unine.ch, n'oubliez pas de vous inscrire sur IS-Academia !

The course will provide an introduction to the topic of overqualification at work – referring to the situation whereby employees have more qualifications than required by their jobs. Students will learn about the major theories in the field. Student will work in small groups to develop a research idea related to overqualification, design a study, collect data, analyze data and write a research report. To communicate their research findings to a broader audience, students will also create a feedback report for all participants.

This course will take place over two semesters and will continue in the Spring semester.

#### Forme de l'évaluation

Continuous assessment: Research report (75%), poster presentation (25%).

If students fail, they will take a 2 hours-exam to be directly arranged with the professor.

#### Documentation

Materials will be directly distributed in class.

#### Pré-requis

- Bachelor degree in psychology
- Students are expected to take part in classroom discussions and to read scientific articles. Course language will be English.

#### Forme de l'enseignement

Research project

#### Objectifs d'apprentissage

Au terme de la formation l'étudiant-e doit être capable de :

- Carry out a study in line with open science standards.
- Develop practical recommendations based on their research findings.
- Summarize the major empirical findings related to overqualification at work.
- Explain different theories to explain overqualification and its outcomes.
- Analyse data with SPSS to test their hypotheses.
- Develop a research question and to design a study.
- Present their findings in the form of a scientific research report, a research summary for laypersons/study participants, and in the form of a scientific poster.

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### **Overqualification at work (3PS2054)**

#### **Compétences transférables**

- Work in team
- Manage projects
- Criticise complex issues
- Apply knowledge to concrete situations
- Generate new ideas (creativity)
- Produce research at an appropriate level
- Communicate in a second language