

- Faculté des sciences
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Too smart ? Overqualification at work (3PS2054)

| Filières concernées | Nombre d'heures | Validation | Crédits ECTS |
|---|--------------------|-----------------|--------------|
| Master en psychologie, orientation psychologie du travail et des organisations | Cours: 2 ph | 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

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Contenu

ATTENTION: vous devez impérativement vous inscrire auprès du secrétariat de l'IPTO (secretariat.ipto@unine.ch) d'ici au mardi 20 septembre 2022 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 !

Le nombre de places est limité et la priorité sera donnée aux étudiant.e.s du MsPsyTO de l'IPTO.

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. Research thus far has identified numerous negative outcomes of feeling overqualified at work. In this course, we will take a more positive perspective, focusing on potential benefits of being overqualified as well as how organizations can best manage overqualified employees. Students 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 and develop practical recommendations based on the results of their studies.

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%).

Modalités de rattrapage

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 research findings
- Apply different theories to explain overqualification and its outcomes

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- Develop a research question and design a study
- Summarize the major empirical findings related to overqualification at work

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