

THE HONG KONG POLYTECHNIC UNIVERSITY DEPARTMENT OF MANAGEMENT AND MARKETING

Departmental Research Seminar

The Psychology of Misalignment at Work: Overqualification and Beyond By



Prof. Berrin Erdogan
Portland State University

Date : 6 Nov 2025 (Thursday)
Time : 10:30 am – 12 noon
Venue : M802, PolyU

Abstract

I will present my research on psychological misalignment at work, with a primary focus on perceived overqualification. I will discuss my published and ongoing studies examining how employees navigate their work experiences when they believe their qualifications exceed job requirements, and the implications for motivation, emotions, and interpersonal dynamics. As a final step, I will introduce my emerging work on impostor thoughts, or feeling overrated in terms of competence, and consider how this related but distinct form of misalignment broadens our understanding of how employees make sense of their fit at work. I will conclude by highlighting key insights, limitations in the current literature, and directions for future research.

Prof. Berrin Erdogan, (Ph.D., University of Illinois at Chicago) is Express Employment Professionals Professor of Management at Portland State University. Her work focuses on interpersonal relationships and a sense of fit with jobs and organizations. Her work appeared in *Academy of Management Journal*, *Journal of Applied Psychology*, *Personnel Psychology*, and *Journal of Management*, among others. She is the former Editor in Chief of *Personnel Psychology*, and a Fellow of SIOP and APS.

All interested are welcome.



THE HONG KONG
POLYTECHNIC UNIVERSITY
香港理工大學

Department of
**MANAGEMENT
& MARKETING**
管理及市場學系