VERÓNIKA KURÁDCHIK PEKÁRSKAYA

Work and Organizational Psychologist | Human Resource Psychology Researcher

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RESEARCH PROFILE

Work and Organizational Psychologist and PhD candidate in Human Resource Psychology, with applied research experience in Care4Care, a Horizon Europe project. My research focuses on working conditions, psychosocial risks and resources, and well-being among care workers. I have contributed to multinational studies, data analysis, evidence synthesis, and publications, reports and recommendations for academic and professional audiences. I combine methodological rigour with knowledge transfer to the sector.

RESEARCH INTERESTS

Working conditions and employee well-being · job demands, resources and psychosocial risks · care work · multinational and mixed-methods research · evidence synthesis · knowledge transfer

EDUCATION

PhD in Human Resource Psychology. University of Seville and University of Valencia · November 2023 – present. Expected completion: January 2027. Research on working conditions and well-being in the care sector.

Master's Degree in Work and Organizational Psychology. University of Seville · October 2021 – July 2023. Extraordinary Award for Academic Achievement; Master's thesis awarded Matrícula de Honor.

Bachelor's Degree in Psychology. University of Seville · September 2016 – July 2021

Executive Programme in People Analytics & HR Analytics. International University of La Rioja (UNIR) · October 2025 – April 2026. 450 hours · 18 ECTS

RESEARCH EXPERIENCE

Research Technician | University of Seville — Care4Care (Horizon Europe) **Dec 2023 – Dec 2025**

- Contributed to Work Package 4 of a six-country European R&D&I project examining working conditions, risk and protective factors, and well-being among care workers.
- Supported fieldwork preparation and coordination through a general survey, weekly questionnaires over four weeks, and focus groups. Across the project, the datasets included 696 general-survey responses, 534 longitudinal participants, and 2,111 weekly observations.
- Held primary technical responsibility for preparing, analysing and interpreting quantitative data using SPSS and Jamovi, including descriptive and inferential analyses, ANOVA, regression, reliability, and longitudinal/repeated-measures analyses.
- Contributed to qualitative analysis and integration of quantitative and qualitative findings for reports and practical recommendations; coordinated with participating organisations and supported dissemination.

Visiting PhD Researcher | University of Florence — Erasmus+ Traineeship **Oct – Dec 2025**

- Analysed psychosocial working conditions and well-being data in long-term care and interpreted findings to prepare and revise research manuscript material with the host supervisor.

Research Intern | CIVIENCIA S.L. **Dec 2020 – May 2021**

- Reviewed scientific literature on measuring gender in surveys and prepared a report to inform how this variable was formulated in a research project.

Research Collaborator | INDRHO, University of Seville **Academic years 2020/21 – 2022/23**

- Contributed to research group activities on healthy, sustainable and inclusive organisations.

RELEVANT APPLIED EXPERIENCE

HR Consulting Intern | CONSIDERA S.L. **Oct 2022 – Jan 2023**

Paid placement with senior supervision · consulting project for a public-sector organisation

- Collected and organised job information through questionnaires and interviews; prepared job profiles and supported the development and validation of competency profiles.
- Prepared draft competency-dictionary entries and supporting documentation for recruitment, assessment, and development-needs identification.

Volunteer Organizational Psychologist | COPAO **Nov 2025 – May 2026**

Official College of Psychology of Western Andalusia

- Contributed to PREVICUIDA, a web-based psychosocial-risk assessment tool for home-care work, supporting the assessment scope, risk-profile logic, and associated recommendations.

PUBLICATIONS

Peer-reviewed journal article

Kuradchik-Pekarskaya, V., Martínez-Corts, I., Gago-Valle, C., & Medina, F. J. (2026). Antecedents of well-being of home care workers: A mixed-methods systematic review. The Gerontologist, 66(8), gnag131

Book chapters

Kuradchik-Pekarskaya, V., Gago Valle, C., Medina Díaz, F. J., Martínez-Corts, I., & Burguillos Duran, M. D. (2026). Strengthening Home-Based Care: Practical Recommendations to Support and Value Home Health Aides. In M. L. Vallauri & W. Chiaromonte (Eds.), CARE4CARE – We Care for Those Who Care – Vol. III (pp. 127–152). Firenze University Press

Gago Valle, C., Medina Díaz, F. J., Martínez-Corts, I., Kuradchik-Pekarskaya, V., & Burguillos Duran, M. D. (2026). Building Sustainable Institutional Care: Evidence-Based Recommendations for Healthier Work Environments. In M. L. Vallauri & W. Chiaromonte (Eds.), CARE4CARE – We Care for Those Who Care – Vol. III (pp. 105–125). Firenze University Press

RESEARCH REPORTS AND PROJECT OUTPUTS

Co-author of the three public Care4Care WP4 deliverables, presenting multinational quantitative and qualitative findings and practical recommendations for the sector:

- D4.2 · Qualitative and Quantitative Dataset: Results per Target and Country
- D4.3 · Country-Based Descriptive Report of Care Workers' Well-Being
- D4.4 · Summary of Results with Practical Recommendations

CONFERENCE CONTRIBUTIONS

2025

An Explanatory Model of the Well-Being of Home Care Workers: Findings from a Mixed-Methods Review
22nd European Association of Work and Organizational Psychology Congress (EAWOP) · Prague · *oral presentation, first author*

Voices from the caregiving field: exploring the working conditions, challenges and psychosocial resources of people employed in the caregiving sector
XV Scientific Conference of Research in Human Resources Psychology · Valencia · *first author*

Working conditions and well-being of employees in the care sector
7th Labour Law Research Network Conference · Faculty of Law, Chulalongkorn University · 2025 · *co-author*

Factores de riesgo psicosociales, ámbito asistencial
CIELO Laboral 2025 · Bordeaux, France · *co-author*

CONFERENCE CONTRIBUTIONS · 2024

Voces desde el ámbito de los cuidados: explorando las condiciones de trabajo, los retos y recursos psicosociales de las personas empleadas en el sector del cuidado
XIV Scientific Conference of Research in Human Resources Psychology · University of Valencia · *first author*

Visions of workers, associations and administrations involved in the care sector
Working Conditions and Non-Discrimination of People Employed in the Care Sector · Barcelona · *co-author*

Improving working conditions and fighting discrimination in the care sector: A comparative legal and psychological analysis
Fourth Annual Conference and Meeting of the Labour Law Community · Bari, Italy · *co-author*

TRAINING AND KNOWLEDGE TRANSFER

Well-being of employees in the care sector and awareness of their rights
Colloquium with care-sector organisations · Girona (online), 2025 · *delivered talk and training session*

SELECTED ACADEMIC RESEARCH PROJECTS

Master's thesis · Moving Towards a Competency-Based Framework in Public Administration: A Case Study

- Analysed data collected during an organisational change process and developed a role–competency map to identify training needs; developed a competency-dictionary proposal and a leadership training intervention. Awarded Matrícula de Honor.

Organizational Network Analysis (ONA) · individual academic project

- Re-analysed relational data from an academic case using Python, pandas, NetworkX and Gephi, examining positive and negative ties and reciprocity, and outlining potential organisational development actions.

METHODS AND TOOLS

Methods: quantitative, qualitative and mixed-methods research · survey design and adaptation · focus groups · systematic reviews and evidence synthesis · descriptive and inferential analysis · regression · ANOVA · reliability · longitudinal and repeated-measures analysis · organisational network analysis.

Tools: SPSS · Jamovi · Mplus · Qualtrics · ATLAS.ti · Excel · Power BI · Python (pandas, NetworkX) · Gephi.

LANGUAGES AND DISTINCTIONS

Spanish (native) · Russian (fluent) · English C1 (Cambridge English: Advanced).

University of Seville Extraordinary Award for Academic Achievement (Master's degree) · Matrícula de Honor for the Master's thesis.