Letter of resubmission

Dear Committee Members, Dear Reviewers,

This Letter details the changes made to the previous proposal 1879/22 before resubmitting it this year as proposal XXXX/23.

First, I wish to thank the committee for the opportunity to improve and resubmit this proposal. While the three reviewers offered very different suggestions from one another, they all had excellent ideas, which I believe have greatly improved the proposed research in terms of the feasibility and strength of the design as well as the overall contribution of the work. The major changes that I made to the design are: (1) replacing two of the behaviors (smoking and drinking) with another behavior (poor sleep hygiene) that is relevant for the entire sample; (2) Adding another measurement time-point in the morning, to assess late night behaviors; (3) Adding self-control as another person-level moderator; (4) dropping the “photo-food diary” exploratory measure from the study; (5) adding a Jewish sample to allow for comparisons between a minority and a non-minority population; and (6) using a professional service for the recruitment of participants to recruit a more representative sample. Next, I detail the changes that I have made to the proposal in response to each reviewers’ comments.

Reviewer 1

Thank you for your kind words and for the clear and detailed suggestions. By replacing smoking and drinking with poor sleep hygiene behaviors, the study now includes two behaviors that have received less attention in the organizational literature. Based on your comments as well as Reviewer 2’s, I have decided to drop the exploratory measure of a “photo-food diary” and not replace it with an app. This decision has the added benefit of reducing the burden on the participants.

Based on your comments, I also tightened the theoretical justification for the entire model. I agree with you (and with reviewer 2) that the stressors I chose are likely predictors of overqualification (and indeed, I am advising a student who is writing her thesis on this precise topic). Nevertheless, perceived overqualification is considered by most researchers to be a relatively stable variable, and the current study focuses on short-term processes that are likely affected by it. This is the main theoretical contribution of the study and it is explained more explicitly in the revised proposal - on the first page of the proposal, and third paragraph of the proposal where I now list the main questions that the study aims to answer.

Reviewer 2

Thank you for your careful read and the clear and developmental feedback you have provided. I have made substantial changes based on this feedback, as detailed below.

1) Outcomes. I agree that smoking and drinking were problematic outcomes in that only a subset of the population has any variance in them (especially in the Arab Israeli population) and have taken your advice and replaced them. I opted for sleep hygiene behaviors but not physical activity, because the unhealthy behaviors of avoiding physical activity (an avoidance of behaviors) may have different mechanisms than the more impulsive increase in unhealthy eating or unhealthy sleep behaviors. Furthermore, I have added the missing definitions of the behaviors. Finally, regarding the timing of the measures: I now propose measuring unhealthy eating in all measurement points (allowing for concurrent and lagged effects). Poor sleep hygiene behaviors will be measured in the following morning (because many of these behaviors are expected to happen after the evening survey).

I also want to reply to your comments on unhealthy eating from your comments 1 and 4: on specific foods or eating patterns – I agree that this would be very interesting and useful for future interventions (especially if groups with different trajectories are observed, allowing for tailored interventions). This would be an even more sophisticated study if it also accounted for the availability of healthy and unhealthy foods at work and at home (for example, the food courts you mentioned in your point 4). However, this intense focus on nutrition is beyond the scope of the current proposed study, which is focused on overqualification. Stable environments with regard to food are also unlikely to have a substantial influence on the results, because the main focus here is on the within-person level effects, and this is a between-person level control variable. That is, person A may have a healthier food environment than person B, but both are likely to respond to negative events by making less healthy choices (or eating more), depending on their emotional eating style.

A general definition of unhealthy foods (with examples such as fried food, sweet snacks, or sugary drinks) will be included with the measure, and while different people may debate on what is healthy food includes, this general operationalization is common in organizational research and has produced results in line with theory.

2) Population and Sample. I agree with both of your suggestions and am now proposing the use of the Geocartography Knowledge Group to recruit an Arab sample and a Jewish sample from their substantial prerecruited online panel. While this is still not a representative sample because it excludes individuals who are not comfortable with using the internet, it is likely the closest we can get when conducting an online diary study.

3) The Research Model. I agree that POQ is a rather stable variable that takes a while to develop and change. I also agree that the chosen stressors like result in increased POQ levels over time. This idea was also mentioned by Reviewer 1, and indeed I am advising a student who is writing her thesis on this precise topic. Nevertheless, and the current study focuses on short-term processes that are likely affected by perceived overqualification. The main contribution is therefore not to our understanding of the stressor-strain process, but rather to our understanding of the construct of POQ itself. This is now highlighted on the first part of the introduction, where I also list the main questions that the study aims to answer to make the expected contributions clearer.

4) Measures. I have added the following to the control variables in the proposal: occupation, general health, weight/height. I will also assess the general level of all the daily variables (using the same scales, with an adapted time reference).

It is hard to know to what extent the pilot population represents the population in the study, and unfortunately, I did not collect information on ethnicity in the pretest. However, I have added more information on the pretest sample to the proposal.

5) Thank you!

Reviewer 3

Thank you very much for your kind words about the study, and for the suggestion to incorporate self-control as an additional moderator. This is an important trait variable when considering impulsive behaviors as strains, and I think that adding it made the proposal even more theoretically sound.