# MATÍAS ARRIAGADA VENEGAS, PhD

Researcher in Work and Organizational Psychology | Generative AI, work design and job quality
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**PROFILE**

Researcher at IDOCAL, University of Valencia, studying how generative AI and digital technologies are reshaping work: who gains autonomy and support, who carries new demands, and how workers can take part in shaping these changes. My work combines longitudinal panel studies with Spanish organizations and European survey data (EWCS 2024, JRC AIM-WORK, EU-OSHA OSH Pulse 2025) to inform organizational and public policy on the future of work. Trained in both engineering and psychology, I have worked and conducted research in Chile, Spain, Australia and Denmark, and coordinate data analysis in an international teaching project with universities in Colombia and Vietnam.

**RESEARCH INTERESTS**

Generative AI and the future of work · Job quality and inequality across occupations · Worker voice and participation in technological change · Work design and worker wellbeing · European working conditions · Longitudinal quantitative methods

**CURRENT POSITION**

**Technical Specialist in Research (HR & Work Design)** Mar 2023 -present
*IDOCAL -Research Institute of Human Resources Psychology, University of Valencia, Spain (permanent, full-time)*

- Designs and analyses longitudinal workforce studies with Spanish organisations on generative AI, work characteristics and wellbeing (SEM, cross-lagged panel and multilevel models).
- Questionnaire design and scale validation; results reports and recommendations for participating companies.
- Coordinates the statistical analysis of an international teaching innovation project (University of Valencia, Universidad Católica de Colombia, VinUniversity, Vietnam) using EWCS data.

**EDUCATION**

**PhD in Human Resources Psychology** 2023 -2026
*University of Valencia, Spain · Outstanding cum laude · International Doctorate mention*

- Thesis on ICT and generative AI use, work characteristics and employee wellbeing. Supervisors: Prof. Vicente González-Romá and Dr. Eva Ariño-Mateo.

**MSc in Psychology (Work and Organisational Psychology)** 2017 -2019
*Universidad de Concepción, Chile · Highest distinction (9.41/10)*

**Industrial Engineering (Ingeniería Civil Industrial)** 2012 -2018
*Universidad de Concepción, Chile · Highest distinction · Graduation award*

**INTERNATIONAL RESEARCH STAYS**

**Vrije Universiteit Brussel (VUB) -BRISPO, Brussels, Belgium** Feb -Mar 2027 (forthcoming)

- Host: Prof. Christophe Vanroelen. Algorithmic management, digital technology and job quality with European survey data (EU-OSHA OSH Pulse 2025). Erasmus+ staff mobility.

**Technical University of Denmark (DTU Management), Copenhagen** Sep -Oct 2025

- Host: Prof. Kathrin Kirchner. Study on generative AI use and meaningful work among managers and non-managers; co-authored manuscript. Erasmus+ funded.

**Centre for Transformative Work Design, Curtin University, Perth, Australia** Feb -Apr 2025

- Host: Prof. Sharon K. Parker. Research line on generative AI and SMART work characteristics; co-authored manuscript; seminar on multilevel analysis. Funded by the CTWD Early Career Visiting Award.

**RESEARCH PROJECTS**

- **CIDEGENT/2021/003** -The influence of robotization on job characteristics and work outcomes. Generalitat Valenciana (CIDEGENT programme), €285,000, 2022–2028. PI: Dr. Eva Ariño-Mateo. Role: contracted researcher (full-time, competitive selection), first author of derived manuscripts.

- **PROMETEO/2021/048 (INROBOT)** -The influence of robotization on job characteristics and work outcomes. Generalitat Valenciana (PROMETEO excellence groups), €283,770, 2021–2025. PIs: Prof. V. González-Romá and Prof. J. M. Peiró. Role: collaborator; co-designed and analysed the three-wave panel on generative AI use (N = 554); results report for participating companies.
- **CIPROM/2024/76** -The influence of generative AI on job quality and work outcomes: a longitudinal study. Generalitat Valenciana (PROMETEO), €329,386, 2025–2029. PIs: Prof. V. González-Romá and Prof. J. M. Peiró. Role: collaborator (longitudinal analyses, support to qualitative interview study).
- **International Research Project in Organizational Psychology: From Theory to Data** -Teaching innovation project, University of Valencia (competitive), with Universidad Católica de Colombia and VinUniversity (Vietnam), 2025–2026. PI: Dr. Leady Fajardo-Castro. Role: team member, lead of statistical analysis with EWCS data.
- **INGENIA ULL 3** -Universidad de La Laguna, 2022. Role: statistical analysis and results report.

**AWARDS AND COMPETITIVE FUNDING**

**CTWD Early Career Visiting Award 2024–25 (AUD 15,000)** 2024
*Centre for Transformative Work Design, Curtin University, Australia*

**Becas Chile Doctoral Scholarship (ANID, Chile) -ranked 3rd nationally; declined to join IDOCAL** 2022

**Erasmus+ Staff Training Mobility grant (University of Valencia / European Commission)** 2025

**PUBLICATIONS IN INDEXED JOURNALS**

*10 articles (2021–2026), 7 in JCR Q1 journals; 4 as first author. h-index 6, 169 citations (Google Scholar, Nov 2026).*

1. Ariño-Mateo, E., **Arriagada-Venegas, M.**, Ruiz-Ortega, A. M., & Pérez-Jorge, D. (2026). Longitudinal analysis of flexibility, work-life conflict, and engagement: The moderating role of educational level and gender. Cogent Psychology, 13(1), 2696108.
2. **Arriagada-Venegas, M.**, Ariño-Mateo, E., & González-Romá, V. (2026). ICT use at work as a double-edged sword: A moderated mediation model of employee well-being. The Spanish Journal of Psychology, 29, e11.
3. Ariño-Mateo, E., **Arriagada-Venegas, M.**, Ruiz-Ortega, A. M., & Pérez-Jorge, D. (2026). Changing patterns of telework in Spain: The growing gap between preference and practice among teleworkers. Scientific Reports.
4. Ariño-Mateo, E., **Arriagada-Venegas, M.**, Alonso-Rodríguez, I., & Pérez-Jorge, D. (2024). Your humanity depends on mine: The role of organizational dehumanization in the context of university studies. Humanities and Social Sciences Communications, 11(1), 1–9.
5. Ariño-Mateo, E., **Arriagada-Venegas, M.**, Mora-Luis, C., & Pérez-Jorge, D. (2024). The level of conscientiousness trait and technostress: A moderated mediation model. Humanities and Social Sciences Communications, 11(1), 1–9.
6. Pérez-Jorge, D., Alonso-Rodríguez, I., **Arriagada-Venegas, M.**, & Ariño-Mateo, E. (2023). Restorative methods as a strategy for the prevention of violence and bullying in primary and secondary schools in Mexico: An exploratory study. Heliyon, 9(7).
7. **Arriagada-Venegas, M.**, Ariño-Mateo, E., Ramírez-Vielma, R., Nazar-Carter, G., et al. (2022). Authentic leadership and its relationship with job satisfaction: The mediator role of organizational dehumanization. Europe's Journal of Psychology, 18(4), 450.
8. Ariño-Mateo, E., Ramírez-Vielma, R., **Arriagada-Venegas, M.**, Nazar-Carter, G., et al. (2022). Validation of the organizational dehumanization scale in Spanish-speaking contexts. International Journal of Environmental Research and Public Health, 19(8), 4805.
9. **Arriagada-Venegas, M.**, Pérez-Jorge, D., & Ariño-Mateo, E. (2021). The ingroup-outgroup relationship influences their humanity: A moderation analysis of status and gender. Frontiers in Psychology, 12, 725898.
10. **Arriagada-Venegas, M.**, Ramírez-Vielma, R., & Ariño-Mateo, E. (2021). The moderating role of organizational dehumanization in the relationship between authentic leadership and organizational citizenship behaviors. UCJC Business and Society Review, 90–127.

**MANUSCRIPTS UNDER REVIEW**

- **Arriagada-Venegas, M.**, González-Romá, V., Ariño-Mateo, E., Parker, S. K., & Peiró, J. M. Generative AI use and work characteristics (SMART model): Occupational skill level as a moderator. Journal of Business and Psychology.
- **Arriagada-Venegas, M.**, Ariño-Mateo, E., & González-Romá, V. Generative AI use, job meaningfulness and performance: Managerial status as a moderator. International Journal of Workplace Health Management.
- **Arriagada-Venegas, M.**, González-Romá, V., & Ariño-Mateo, E. Employee-centred technology implementation, work characteristics and job satisfaction. Technology in Society.
- **Arriagada-Venegas, M.**, Fajardo-Castro, L., & Ariño-Mateo, E. Who has good jobs? Person-centered profiles of job quality and their association with well-being in a Latin American context. Current Psychology.

**CONFERENCE PRESENTATIONS AND TALKS**

- **ETUI Future of Work Conference, Brussels (Feb 2027):** abstract submitted on digital technology, worker voice and job quality across Europe (EWCS 2024).
- **ICAP 2026, Florence (invited symposium "Artificial Intelligence at Work: Friend or Foe?"):** Generative AI's influence on job characteristics and meaningfulness.
- **CIPIE 2026, Madrid:** Generative AI and work characteristics: Does the type of task matter?
- **X International Congress of Psychology, Bogotá, 2026 (co-author):** Telework, job autonomy and occupational stress (EWCS 2021).
- **EAOHP 2024, Granada:** The dual impact of ICT use at work on employee wellbeing.
- **European Congress of Psychology 2023, Brighton (two papers):** Teleworking in Spain 2021–2022; Conscientiousness and technostress.
- **CBPOT 2018, Goiânia, Brazil (paper and poster):** Organizational dehumanization scale; leadership and dehumanization.
- **Invited keynote, II Congress on Happiness and Leadership, Concepción, Chile (2018):** Effects of dehumanization in organizational contexts.
- **IDOCAL Scientific Conferences, Valencia (2024–2026):** three papers on digitalization and generative AI at work; invited talk on the doctoral journey (2026).

**TEACHING AND TRAINING**

- Teaching collaborator, Organizational Psychology II (4th year, BSc Psychology), Universidad de Concepción, Chile -two semesters, 2021 (96 hours, online).
- Supervision of undergraduate data analysis in the From Theory to Data project (Spain, Colombia, Vietnam); four student posters presented in Bogotá (2026).
- Workshops: Multilevel Analysis (Future of Work Institute / CTWD, Curtin University, 2025); Data Visualization with Looker Studio (IDOCAL); statistical and multilevel training for three doctoral researchers at IDOCAL.
- Oral presentation at CISMES26 (International Congress on Sustainability in Higher Education, Valencia, 2026) on the international teaching project.

**LEADERSHIP AND ACADEMIC SERVICE**

- Chair of the symposium "Shaping the future of work: Generative AI, digital innovation and leadership", XVI IDOCAL Scientific Conference, Valencia (2026).
- Coordinator of the organizing committee, VI Chilean Congress of Work and Organizational Psychology (Concepción, 2022; 250 participants).
- Founder and president, I Congress on Leadership and Happiness (Universidad de Concepción, 2017; 120 participants).
- Review Editor / Community Reviewer, Frontiers in Education (since 2021). Ad hoc reviewer (12 reviews): Frontiers in Psychology, Frontiers in Public Health, Humanities and Social Sciences Communications, Canadian Journal of Administrative Sciences.

## PROFESSIONAL EXPERIENCE

**HR Project Manager** 2019 -2022

*Clínica Santa María, Santiago, Chile (over 5,000 employees)*

- Led the digitalization of HR processes (performance management, onboarding, internal communication) and built HR dashboards and KPIs in Power BI.
- Designed and statistically validated a predictive burnout-risk indicator, integrated into the organization's HR dashboards.

**Research Assistant** 2017 -2018

*Universidad de Concepción, Chile*

- Study on innovation ecosystems and success factors in Chilean technology extension centres: 25 interviews in several cities (NVivo) and regression analyses; report delivered to CORFO.

## METHODS, SOFTWARE AND LANGUAGES

**Methods:** structural equation modelling · cross-lagged panel models · multilevel models · confirmatory factor analysis · latent profile analysis · complex survey data · qualitative interviews

**Software:** R · Mplus · SPSS · Stata · Python · jamovi · NVivo · Power BI

**Languages:** Spanish (native) · English (C1)