

A Conceptual Evaluation on Investigating Individual And Organizational Results of Overqualification

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Extensive Summary

Introduction

A component of today's employment phenomenon expresses that an individual's qualifications including education, work experience and their skills are higher than the qualifications required in their current position. (Erdogan, Bauer, 2009:557; Maynard et al., 2006:511). As stated by Feldman and Maynard (2011:233), in recent years individuals' overqualification experiences and what the important outcomes are for employees, industrial psychology has begun to attract attention in the field of organizational behavior. Therefore work economists and organizational theorists have started to study this subject from an alternative viewpoint.

Overqualification is expressed as a multidimensional term which as one term generally describes underemployment conditions. The most common of these conditions incorporate more education than the position requires, possessing experience and skills (mismatch between job requirements and employee qualifications), more experience and utilizing a lack of skills. (Fine and Nevo, 2008:346; Johnson and Johnson, 2000:539). Frei and Sousa-Poza (2012:1839), refers adequately qualified to employees who adequately use their work related abilities, whereas overqualification for the case that employees do not use their skills adequately. Perceived overqualification can be caused by a lack of employment related rewards and promotional opportunities. Therefore education, the status of an employee with more education, experience and skills than those required for the position is related to underutilization of skills and experience, underemployment and lack of necessary development opportunities. (Johnson vd, 2002:426). On the other hand according to Frei and Sousa-Poza (2012:1837), in empirical studies related to the subject of surplus skills, our attention is drawn particularly to the status of individuals who possess more formal education than required for the position. This study primarily reflects the concept of research concerning overqualification and to what extent it is conveyed in the results of individuals and organizations. Following this, the status of employment and unemployment of the young population of Turkey will be discussed.

Methodology

The first purpose of this study is to show investigation related to the concept of overqualification and how this concept is reflected in the results of individuals and organizations and to address the employment and unemployment situation of the young population in Turkey as well as to reveal possible results. The qualitative research utilized in this study, the documentary screening method and descriptive analysis were used. In respect of the concept of research, it is revealed which research was seen in international articles of overqualification.

Another aim of this study in accordance to the data obtained from TÜİK (Turkish Statistics Institute) allow for three variables in the fields of unemployment, employment and labor force participation rates in higher education graduates in Turkey in the periods of 2014 and 2015. Various parameters were used to achieve graduate unemployment and employment rates. Based on the findings of the data, the variables indicate the comparison of changes for the years reviewed. In this context, findings are presented below aimed at the range of graduates in Turkey and the status of the population's labor force.

Conclusions

In the literature; the subject of research in recent years, overqualification, revealed possible consequences for both individuals and organizations. When viewed on the basis of the labor market, the continuous increase in world population, on the other hand the steady rise in the issue of unemployment together with unqualified individuals gives an opportunity for skilled employees to be employed who possess more qualifications than the position requires. However in their workplace the perceived overqualified employee may exhibit certain negative manners and behavior towards the organization when seeing individuals doing the same position with the same salary and rights but with lower education, skills and experience than themselves. Therefore consistently with studies, an overqualified individual's emotional loyalty to the organization will decrease, their level of job satisfaction will fall and may even result in a negative outcome such as turnover from their position. In spite of the matter of the individual and organizational consequences of perceived overqualification, not enough research has yet been done in our country.

Firstly in this study underemployment and perceived overqualification were conceptually examined, subsequently the results of various studies of this subject were given. In order for future research to be done, it will be useful to contribute to national literature related to overqualification and for more empirical research to be gained. In addition, as a proposal to researchers the more comprehensive use of instrumental variables between overqualification with work attitude and behavior can be presented. Although the participation rate in higher education has gradually risen in Turkey, the increase in unemployment among higher educational young graduates and the start of their employment in a field outside of their own fields reveals a incompatibility between education and employment. As a matter of fact, the labor qualification mismatch in Turkey being rather over average among the ranking of OECD countries in terms of our country's young population is not a desired position. Therefore it is important for organizations to develop policies in order to hold on to overqualified employees. In order to benefit the most from the knowledge and experience of overqualified employees a solution can be seen as adopting a reward system, appreciating their achievements and creating favorable working conditions for them. The most important

constraint of this study is conceptually under debate. Therefore evaluation and findings related to the subject were completed by way of literature review. As indicated by Luksyte and Spitzmueller (2016) although important information was provided from the research related to the negative consequences of overqualification, it is crucial to place the inadequately researched positive consequences of overqualification in future studies from now onward.