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MANAGEMENT

WHAT HAS BEEN DONE SO FAR? A CONTENT ANALYSIS ON OVERQUALIFICATION STUDIES BETWEEN THE DATES OF 1995-2017*

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ABSTRACT

Although there are many studies related to overqualification, a study summarizing these studies according to certain criteria has not been found in the related literature. The aim of this study is to evaluate the articles has been written about overqualification between dates of 1995-2017. For this purpose, the Web of Science Core Collection database was examined by using EndNote software. In total, 101 articles were found about overqualification. These articles were analyzed according to the journal name, publication year, countries, sample size, sector, type of research, data collection tool, data analyze method, used programme, used scale by using the content analysis method. The findings show that ''Industrial and Organizational Psychology'' journal was the most published journal in the studies related to overqualification. The majority of articles about overqualification have been conducted in the United States. The most popular type of research was a quantitative method. Survey technic was the most preferred tool as collecting data. SPSS and Stata software was the most used program when analyzing the data in the articles.

Keywords: Content Analysis, Overqualification, Perceived Overqualification, Objective Overqualification..

YÖNETİM

ŞU ANA KADAR NE YAPILDI? 1995-2017 YILLARI ARASINDA AŞIRI NİTELİKLİLİK İLE İLGİLİ YAPILMIŞ ÇALIŞMALAR ÜZERİNE BİR İÇERİK ANALİZİ

ÖZ

Alan yazında aşırı niteliklilikle ilgili birçok çalışma olmasına rağmen, yapılan çalışmaları belli kriterlere göre değerlendirip özetleyen bir çalışmaya ilgili yazında rastlanmamıştır. Bu bağlamda, bu çalışmanın amacı 1995 ile 2017 yılları arasında aşırı niteliklilikle ilgili yazılmış makaleleri değerlendirmektir. Bu amaç doğrultusunda, Web of Science Core Collection veri tabanı EndNote programı kullanılarak incelenmiş ve toplamda 101 makale bulunmuştur. Bulunan makaleler yayınlandığı dergi ismi ve yıl, çalışmaların yapıldığı ülke ve sektör, örneklem sayısı, araştırma türü, veri toplama aracı, veri analiz yöntemi, kullanılan ölçek ve programa göre içerik analizi yöntemi kullanılarak analiz edilmiştir. Elde edilen bulgular ''Industrial and Organizational Psychology'' dergisinin aşırı niteliklilikle ilgili çalışmaların en çok yayınlandığı dergi olduğunu göstermektedir. Yine bulgular, aşırı niteliklilikle ilgili çalışmaların çoğunluğunun ABD'de yürütüldüğünü yansıtmaktadır. Çalışmalarda en çok tercih edilen araştırma türünün nicel araştırma yöntemi olduğu, en çok tercih edilen veri toplama aracının anket tekniği olduğu, veri analizinde en çok kullanılan programların SPSS ve Stata yazılımları olduğu da bulgular arasındadır.

Anahtar Kelimeler: İçerik Analizi, Aşırı Niteliklilik, Algılanan Aşırı Niteliklilik, Objektif Aşırı Niteliklilik.

**This study is a part of an unpublished master thesis titled as "Çalışanların Aşırı Niteliklilik Algılarının Sonuçlarını Belirlemeye Yönelik Bir Araştırma" conducted by Ömer Gizlier in Istanbul University.*

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1. INTRODUCTION

In today's ongoing business nature, undoubtedly, human resources are one of the most important resources that businesses have in today's competitive conditions. Businesses can gain a competitive advantage with the effective human resources they have. Therefore, in terms of businesses, both the process of getting the human resource into its own structure and to benefit from human resources that are got in the organization most effectively and efficiently are very important. At this point, the harmony between human resources and the job comes to the forefront of the other concerns. Businesses look for employees who are showing the best fit for the job. In other words, ideally, employees who have similar qualifications as the qualifications required by the job are ideal for businesses. However, this ideal situation could not be provided always. For example, although a bachelor's degree is enough for the job requirements, an employee with higher level education could take this position. In a similar manner, at a job where basic computer skill is enough, a worker with a high level of computer knowledge and skill took this position, may feel himself/herself as not belonging to the job. Such cases are referred to as ''overqualification'' in the relevant literature (Erdogan et al., 2011; Maynard et al., 2006).

The main research motivation of this study is that to conduct a master thesis on the topic of overqualification we need to understand and know about what has been done so far? Although there are many studies related with overqualification, a study summarizing these studies according to certain criteria such as published journals, publication year, countries, sample size, sector, type of research, data collection tool, data analyze method, used programme, used scale has not been found in the related literature. Such type of absence in the literature also represents the original side of this study. We believe that such taxonomy and classification will be useful in terms of understanding the trend of the overqualification topic in the current literature. Also, we tried to give an answer to such questions; what kind of studies have been done, which method is mostly preferred by past researchers, which instrument is widely used, what is the optimal sample size, and when this topic was the most popular in the timeline. We also believe that by means of this study we draw attention to the possible meta-analytic studies on the topic of overqualification. Additionally, since the sample of this study consists of 101 Web of Science database articles, and since that platform is widely accepted as a trustful prestigious journals index, we tried to contribute the seeing whole picture by simplifying it with the content analysis. In light of these rationales, by presenting a content analysis, we tried to fill the gap in the existing literature.

The aim of this study is to conduct a content analysis of overqualification. In accordance with this purpose, 101 published articles about overqualification from the dates of 1995 to 2017 were examined. These 101 articles have been detected with the Endnote software.

2. LITERATURE REVIEW

The concept of overqualification was first used in Freeman's (1976) "The Overeducated American" named book (Freeman, 1976). Overqualification can be expressed as a multidimensional concept that is often seen as one of the conditions of underemployment (Erdogan et al., 2011). The most common of these conditions are; having more education, experience, and skills than the job requirements (mismatch between job requirements and employee's qualifications) and inadequate, incomplete use of employees' overeducation, over experience, over skills (Fine and Nevo, 2008; Johnson and Johnson, 2000). Briefly, overqualification can be defined as a type of perception according to the situation that the individual's education, work experience, skills and other qualifications surplus the qualifications required by the current job or mismatch between qualifications of a person and qualifications required by a job (Erdogan et al., 2011; Maynard et al., 2006). According to Luksyte, Spitzmueller, and Maynard (2011) overqualification is composed of two dimensions, objective overqualification, and subjective (perceived) overqualification. While the objective overqualification expresses gained features in line with job requirements (Brynin and Longhi, 2009; Khan and Morrow, 1991), the subjective overqualification refers to the self-perception of an employee. And this perception varies from person to person (Erdogan and Bauer, 2009; Maynard et al., 2006). In this respect, objective overqualification occurs when an employer compares the qualifications of an employee with the qualifications required by the job. However, when the employee compares his/her qualifications with the qualifications required by the job, subjective (perceived) overqualification occurs (Erdogan et al., 2011).

Past researches show that overqualification is strongly related to negative attitudes and behaviors. In many studies, it has been found that overqualification is negatively related to job satisfaction of employees (Congregado et al., 2016; Harari et al., 2017; Johnson et al., 2002; Lobene and Meade, 2013; Lobene et al., 2015; Maynard et al., 2015; Maynard et al., 2006; Maynard and Parfyonova, 2013; Vaisey, 2006; Weymer et al., 2014; Zheng and Wang, 2017). It is also positively related to turnover intentions of employees (Harari et al., 2017; Hersch, 1995; Lobene and Meade, 2013; Lobene et al., 2015; Maynard et al., 2006; Maynard and Parfyonova, 2013), negatively related to affective commitment of employees (Lobene and Meade, 2013; Maynard and Joseph, 2008; Maynard et al., 2006; Maynard and Parfyonova, 2013; Zheng and Wang, 2017), positively related to counterproductive work behaviors (Fine and Edward, 2017; Harari et al., 2017; Liu et al., 2015; Luksyte et al., 2011). In addition, it can be said that overqualification has various effects on people's health. At Johnson and Johnson's (1996), it is found that depression, stress, and psychological distress were the results of perceived overqualification. In Maynard et al.'s (2015) study, it has been found that career-related job stress will increase employees' overqualification perception. In a recent meta-analysis study, a negative relationship was found between perceived overqualification and psychological well-being, while a positive relationship was found between perceived overqualification and negative emotional state (mood) (Harari et al., 2017).

Although past studies have reached a consensus on the negative side effects of perceived overqualification on employee well-being, a few studies suggesting that employees with high-level overqualification perception are also represented a useful potential source of organizations (Erdogan et al., 2011; Luksyte, 2011; Luksyte and Spitzmueller, 2016; Wu et al., 2015). For example, overqualified employees can easily do their jobs and they can become more engaged with their responsibilities and interests outside the job. Therefore, it can be said that overqualified employees have fewer work-family conflicts than other employees (Erdogan et al., 2011). Also, Luksyte and Spitzmueller (2016) found that there is a positive relationship between perceived overqualification and creativity when the levels of perceived organizational support and high levels of developmental i-deals are high.

As aforementioned above, these contradictory results motivate us to crack past studies open to direct further researches to investigate matters not provided for the topic of overqualification.

3. RESEARCH QUESTIONS

In this study, it was aimed to make a content analyze about overqualification in the literature. In this context, after a comprehensive literature review, 101 articles about overqualification were examined. Research questions are presented below;

- How is the distribution of articles about overqualification according to journal names?
- How is the distribution of articles about overqualification according to publication years?
- How is the distribution of articles about overqualification according to countries?
- How is the distribution of articles about overqualification according to sample sizes?
- How is the distribution of articles about overqualification according to the sectors in which the studies were conducted?
- How is the distribution of articles about overqualification according to types of research?
- How is the distribution of articles about overqualification according to data collection tools?
- How is the distribution of articles about overqualification according to data analysis methods?
- How is the distribution of articles about overqualification according to the programs used in the studies?
- How is the distribution of articles about overqualification according to the scales used in the studies?

4. METHOD

In this study, the articles about overqualification from the dates of 1995 to 2017 have been examined by using content analysis method. The articles were found by using the EndNote software. In the EndNote program, the search has been done in the web of science core collection index. The broadest search as title/keywords/abstract was done in the index. In total, 147 articles have been found. These 147 articles have been reviewed. 36 out of 147 articles have not been found to be related to the subject. Also, 10 out of 147 articles were excluded from the data because they were written in a foreign language other than English and Turkish. Content analysis was conducted over the remaining 101 articles. These 101 articles were evaluated according to journal names, publication year, countries, sample size, sector, type of research, data collection tool, data analyze method, used program, used scale.

5. RESULTS

In this study, 101 articles related to overqualification from 1995 to 2017 analyzed according to journal names, publication years, countries, sample size, sector, type of research, data collection tool, data analyze method, used program and used the scale.

Table 1 shows the distribution of articles according to the names of the journals. As seen in Table 1, the articles were mostly published in the journals of economics, business, and psychology. Among the journals, the most published articles about overqualification are in Industrial and Organizational Psychology journal.

Table 1. Distribution of Articles According to Journal Names

List of Journals	Frequency	Percent
Industrial and Organizational Psychology	7	6,93
Applied Economics	4	3,96
Economics of Education Review	4	3,96
International Journal of Manpower	4	3,96
Journal of Organizational Behavior	4	3,96
Personnel Review	4	3,96
Social Indicators Research	4	3,96
Human Resource Management Journal	3	2,97
Journal of Applied Psychology	3	2,97

Journal of Psychology	3	2,97
Academy of Management Journal	2	1,98
International Journal of Selection and Assessment	2	1,98
Journal of Vocational Behavior	2	1,98
Journal of Social Psychology	2	1,98
Journal of Applied Social Psychology	2	1,98
Journal of Social Behavior and Personality	2	1,98
Journal for Labour Market Research	2	1,98
Journal of Career Development	2	1,98
Labour Economics	2	1,98
Sociology of Health & Illness	2	1,98
Others*	41	40,6
TOTAL	101	100

*Published only one article was expressed together

Table 2 demonstrates the distribution of published articles related to overqualification by years. In terms of the number of articles published by year, there has been no significant fluctuation until 2011. In 2011, after Erdogan, Bauer, Feldman, Maynard, Luksyte and Spitzmueller's studies on overqualification, it can be said that researchers' attention to overqualification literature has increased. As a demonstration of this thought, in recent years there has been an increase in the studies about overqualification (14 studies in 2015, 17 studies in 2016, 16 studies in 2017). As seen in Table 2, majority of the studies on overqualification were conducted in 2015-2017 period.

Table 2. Distribution of Articles According to Publication Year

Year of Publication	**Frequency**	**Percent**
1995	1	0,99
1996	2	1,98
1997	1	0,99

1999	1	0,99
2000	2	1,98
2002	2	1,98
2003	1	0,99
2004	2	1,98
2005	1	0,99
2006	3	2,97
2007	1	0,99
2008	4	3,96
2009	4	3,96
2010	5	4,95
2011	12	11,88
2012	2	1,98
2013	7	6,93
2014	3	2,97
2015	14	13,86
2016	17	16,83
2017	16	15,85
TOTAL	101	100

Table 3 presents the distribution of published articles related to overqualification according to the countries where the studies have been conducted. As seen on the table 2, among the countries, the most articles about overqualification have been conducted in the United States (27 articles; 16,76 percent). After the United States, the most studies have been conducted in Germany, Spain and United Kingdom respectively. Despite the fact that many studies related to overqualification have been carried out in America and Europe, it is easy to say that the number of studies about overqualification in Asia and Africa is insufficient.

Table 3. Distribution of Articles According to the Countries

Countries	Frequency	Percent
United States	27	16,76
Germany	14	8,7
Spain	12	7,45
United Kingdom	12	7,45
Canada	8	4,97
China	8	4,97
Belgium	8	4,97
Italy	6	3,73
Finland	6	3,73
Netherlands	6	3,73
Austria	5	3,11
Denmark	5	3,11
France	5	3,11
Sweden	5	3,11
Norway	4	2,48
Ireland	4	2,48
Portugal	4	2,48
Czech Republic	3	1,87
Estonia	3	1,87
Turkey	2	1,24
Switzerland	2	1,24
Greece	2	1,24
Slovakia	2	1,24
Brazil	1	0,62

South Africa	1	0,62
Hungary	1	0,62
Lithuania	1	0,62
Latvia	1	0,62
Poland	1	0,62
Cyprus	1	0,62
Luxembourg	1	0,62
TOTAL	161	100

Note: Although we have a total of 101 articles, some studies has been conducted in more than one country. That's why we have more than 101 here

Table 4 shows the distribution of articles about overqualification according to their sample sizes. The most preferred sample sizes at the articles are 1-500 (39,53 percent) and 2001 and above (39,53 percent). In other words, researchers related to overqualification studies prefer either small sample size or large sample size.

Table 4. Distribution of Articles According to the Sample Size

Sample Size	**Frequency**	**Percent**
1-500	34	39,53
501-1000	10	11,63
1001-1500	5	5,82
1501-2000	3	3,49
2001 and above	34	39,53
TOTAL	86	100

Note: Due to their theoretical context 15 articles were not included in this table

Table 5 reflects the distribution of articles related to overqualification according to the sector in which the study was conducted. As seen on the table 5, in the vast majority of the articles, studies were carried out without targeting any specific sectors based on the studies that were carried out by targeting specific sectors, the most preferred sector is service sector. The number of studies carried out in a specific sector is very few. Therefore, future researchers may contribute to the overqualification literature by conducting certain sector-based studies.

Table 5. Distribution of Articles According to Sector

Sector	Frequency	Percent
Service	8	7,92
Postal service	6	5,94
Retail & customer service	4	3,96
Information and technology	3	2,97
Education	3	2,97
Regulated industry	1	0,99
No specific sector	76	75,25
TOTAL	101	100

Table 6 presents distribution of articles about overqualification according to research types. As seen on the table 6, the most used research type is quantitative (63,37 percent). In the studies related to overqualification, qualitative and theoretical researches are not preferred as much as quantitative researches.

Table 6. Distribution of Articles According to Type of Research

Type of Research	Frequency	Percent
Quantitative	64	63,37
Qualitative	2	1,98
Mix method (quantitative & qualitative)	22	21,78
Theoretical	13	12,87
TOTAL	101	100

Table 7 demonstrates the distribution of articles related to overqualification according to data collection tool. Survey or secondary data were used as data collection tool in the majority of studies about overqualification. As seen on the table 7, survey is the most used tool for gathering data (59,09 percent).

Table 7. Distribution of Articles According to Data Collection Tool

Data Collection Tool	Frequency	Percent
Survey	52	59,09
Secondary Data	33	37,51
Interview	3	3,4
TOTAL	88	100

Note: Because there is no data collection tool in some articles, 13 articles were not included in this table

Table 8 reflects the distribution of articles about overqualification according to data analyse method. As seen on the table 8, different data analyse methods have been used in the articles related to overqualification. Regression is the most preferred data analysis method in the articles (26,97 percent). Also, it can be said that correlation, descriptive analyse and factor analysis are highly preferred data analyse techniques in the studies.

Table 8. Distribution of Articles According to Data Analyse Methods

Data Analyses Methods	Frequency	Percent
Regression*	65	26,97
Correlation	52	21,58
Descriptive	49	20,33
Factor Analysis (Confirmatory & Exploratory)	27	11,2
Econometric analyses	17	7,05
T-test	9	3,73
Manova	5	2,07
Simple slope analysis	5	2,07
Anova	4	1,66
Ancova	3	1,25
Chi-square tests	2	0,83
Meta analysis	1	0,42

Trend analyse	1	0,42
Optimal matching sequence analysis (OMA)	1	0,42
TOTAL	241	100

*(Hierarchical, binomial, multiple, ordinary least squares(OLS), partial least squares(PLS), quantile, probit, multivariate, mincer, multinomial logistic, multinomial logit,panel-poisson analysis, Markov chain Monte Carlo technique)
Note: Although we have a total of 101 articles, some studies has been used more than one data analysis method. That's why we have more than 101 here.

Table 9 shows the distribution of articles according to used program in the studies. At the most of the articles, which program is used when analyzing the data was not expressed (63,81 percent). Among the articles that express which program is used when analyzing the data, the most preferred program is SPSS software.

Table 9. Distribution of Articles According to Used Program

Used Program	Frequency	Percent
Spss	11	10,47
Stata	7	6,67
Amos	4	3,81
HLM (Hierarchical Linear Modeling)	4	3,81
Lisrel	3	2,86
SAS	3	2,86
Mplus	3	2,86
LIMPED	1	0,95
WarpPLS	1	0,95
QCAmap	1	0,95
Program information not found	67	63,81
TOTAL	105	100

Note: Although we have a total of 101 articles, some studies has been used more than one program. That's why we have more than 101 here.

Table 10 presents the distribution of the articles according to used scale in the studies. In the majority of the studies, overqualification was measured with self-assessment questions. 9-item Scale of Perceived Overqualification (SPOQ) created by Maynard

et al. (2006) is the most preferred scale in the articles. Johnson and Johnson's (1996) 10-item perceived overqualification scale is the second most common used scale in the articles related to overqualification.

Table 10. Distribution of Articles According to Used Scale

Used Scale	**Frequency**	**Percent**
Self-assessment with questions by workers	30	28,3
Maynard et al. (2006)	13	12,26
Johnson and Johnson (1996,1997)	10	9,43
Khan and Morrow (1991)	7	6,6
Fine and Nevo (2008)	3	2,83
Johnson, Morrow and Johnson (2002)	2	1,88
Bolino and Feldman (2000)	1	0,95
Erdogan and Bauer (2009)	1	0,95
Higgins and Judge (2004)	1	0,95
Verdugo and Verdugo (1989)	1	0,95
Siegrist et al. (2004)	1	0,95
No scale used	36	33,95
TOTAL	106	100

Note: Although we have a total of 101 articles, some studies have been used more than one scale. That's why we have more than 101 here.

6. DISCUSSION AND CONCLUSION

In this study, the 101 articles about overqualification from 1995 to 2017 were examined by using content analysis method. These 101 articles were evaluated according to journal names, publication year, countries, sample size, sector, type of research, data collection tool, data analyze method, used program, used scale. The results showed that ''Industrial and Organizational Psychology'' journal was the most preferred journal in the studies related to overqualification.

The findings also revealed that there has been an increase in the number of articles related to overqualification in recent years. It can be said that Erdogan and her colleagues' studies in 2011 was an effect on this increase.

The majority of articles about overqualification have been conducted in the United States. Although there are enough studies about overqualification in America and the European continent, studies about overqualification are lacking in the Asian and African continent. The preferred sample size at the articles is in the range of 1 to 500 and 2001 and above. In the vast majority of the studies, it has not been specified in which sectors the studies were conducted. According to the studies that were carried out by targeting specific sectors, it can be said that the most preferred sector is the service sector. The most popular type of research in the articles related to overqualification was quantitative. However, qualitative and theoretical research types were not preferred as much as quantitative research type in the studies. Also, the findings showed that the survey was the most preferred tool as collecting data. The findings revealed that different types of regression were commonly used as a data analysis method in the articles. Also, correlation, descriptive analyses, and factor analysis were highly preferred as a data analysis technique in the studies. Furthermore, the findings showed that SPSS and Stata programs were the most used programs when analyzing the data in the articles. Additionally, the findings indicate that overqualification was measured with self-assessment questions in the majority of studies. Among the studies used scale, the most preferred scale was the Scale of Perceived Overqualification (SPOQ) created by Maynard et al. (2006).

Based on the findings, it can be said that the researchers who work on overqualification can send their studies to journals in business, psychology, and economics such as Industrial and Organizational Psychology, Applied Economics, Human Resource Management Journal. Since there are many studies on overqualification in these journals, it is possible to say that the probability of getting accept the decision from these journals is quite possible. In addition, it is observed that the number of journals which published only one article about overqualification is numerous (%40,6). From this point of view, it is easy to say that overqualification covers various fields and there is a wide range of journals to publish the studies about overqualification.

As is understood from the results the majority of the studies were not conducted in a certain sector. In order to better detect the effects of overqualification on a sectoral basis, it is recommended to future researchers that they should conduct studies on overqualification based on specific sectors. Also, in most of the studies, a quantitative research method was used as a research method. However, the number of studies using a qualitative research method is lacking. In order to better understand the perception of overqualification and to examine its effects on both individual and organization on a more detailed basis, it is suggested to future researchers that they should carry out their studies by using qualitative research method. In this direction, making qualitative studies on overqualification may contribute to filling the gap in the related literature.

It is seen from the results of the study that the majority of the studies on overqualification were conducted in developed countries such as USA, Germany, England, and Canada. However, overqualification could also be a problem for developing countries as well. Hence, it is recommended to increase the studies on overqualification in developing countries such as China, Russia, Turkey, Brazil.

With this study, we tried to contribute the seeing whole picture about overqualification literature by summarizing 101 articles according to certain criteria by the content analysis method. By means of this study, researchers saw a summary of the overqualification literature can discover new areas that have not been studied yet and they can publish original studies.

Besides the robust parts this study has also some limitations. First, this study has only examined the overqualification literature. As a second limitation, the content analysis was applied only from 1995 to 2017. The articles published before 1995 and after 2017 were not included in the study. Third, as a research method, the only content analysis was used in this study. Further researchers could use a different method to better understand the phenomenon.

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