

Abstract of thesis entitled
“Effect of Applicant Overqualification on Employment Selection Decision”

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In personnel selection, employers are concerned with placing the right individuals into the most suitable positions in their organization. Yet, the phenomenon of overqualification, which could be seen as a form of person-job misfit, has received little attention in selection research. In view of the paucity of research devoted in examining this situation, the present study attempted to explore the existence of overqualification and its impact on employers' hiring preference. Specifically, several research questions were addressed: (1) do recruiters perceive overqualified individuals differently from other non-overqualified employees? (2) will these perceptions influence recruiters' willingness to hire overqualified candidates? (3) will the extent of overqualification affect recruiters' willingness to hire these candidates? (4) will recruiters' demographics characteristics moderate hiring intention toward candidates with different degree of overqualification? Results revealed that recruiters did perceive overqualified applicants as exhibiting attributes different from those of non-overqualified candidates. Their willingness to hire this group of overqualified individuals was influenced by their perceptions of attributes toward them, and the degree of overqualification as well as recruiters' demographics characteristics also seemed to have an impact on their acceptance for overqualified

individuals.

摘要

在人事招聘的範疇上，僱主總是希望能聘請到最切合工作崗位需要的申請人。可是到現在為止，我們對於僱主怎樣對待過高資歷求職者的了解還是不多。有鑑於此，是次研究乃探討過高資歷這個現象及其對僱主篩選求職者的影響。具體來說，此研究的目的是要回答以下四個問題：一、招聘人員會否對過高資歷申請人抱有不同的看法？二、這些看法會否影響他們聘請這班申請人的意欲？三、不同程度的過高資歷會否對他們的聘請意欲造成影響？四、招聘人員本身的特質會否影響他們對不同程度的過高資歷求職者有不同的聘請意欲？研究結果顯示相比起非資歷過高申請人，招聘人員的確會對過高資歷求職者抱著不同的看法。此外，他們是否願意聘用這群求職者也很受該些看法、求職者的資歷超出職位所要求的程度、以及招聘人員本身的特質所影響。