

Abstract of thesis entitled: “Dimensions and Measures of Perceived Overqualification”

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Researchers generally defined perceived overqualification as the possession of (1) excess education and (2) excess skills and experience. While excess education, and excess skills and experience could be considered as two separate dimensions, existing measurement of perceived overqualification (e.g. POQ, SPOQ) assessed perceived overqualification unidimensionally. Moreover, existing measures often used job requirement as referent to measure perceived overqualification, but failed to take into account that the possession of more qualification than colleagues or similar others could also constitute to perceived overqualification. As a result, the present study aimed at developing a multidimensional measure of perceived overqualification called MDPOQ. MDPOQ was hypothesized to consist of subscales which follow the 2 dimensions X 3 referents matrix. Result obtained from factor analyses showed that MDPOQ consisted of 21 items with five factors. Except for one factor, the remaining four factors of MDPOQ generally followed the hypothesized dimensions X referents matrix. This provided empirical support for the multidimensionality of the construct of perceived overqualification. Study findings also provided supportive evidence for the reliability and validity of MDPOQ. Limitations and implications of the findings were included in this paper.

## 摘要

「自覺資歷過高」普遍是指在職人士自覺學歷過高，或自覺工作技能或工作經驗過高。在本質上，學歷過高、與工作技能或工作經驗過高屬於兩個不同的資歷維度，但是現存量度「自覺資歷過高」的測量普遍把學歷、工作技能及工作經驗合成單一維度。同時，這些測量經常以工作的資歷要求作為量度的準則，而忽略了在職人士會以同事或同行的資歷決定自己是否資歷過高。有見及此，這項研究旨在建立一個名為 MDPOQ 的多維度「自覺資歷過高」的測量。MDPOQ 的結構假設會組成 2 維度 x 3 準則的矩陣。因素分析的結果顯示 MDPOQ 所包含的 21 個項目可分作五個因素。除了其中一個因素外，其餘四個因素與假設的維度 x 準則矩陣相近。研究結果也支持 MDPOQ 作為一個有信度及效度的測量。研究結果同時支持「感知資歷過高」為一個多維度的概念。