

Abstract

Overqualification has become a more common issue in selection nowadays. In view of the lack of research and inconsistent findings concerning the effects of overqualification on personnel selection, the aim of this research is to find out to (1) whether recruiters' perceive overqualified candidates as different from other non-overqualified candidates (2) to what extent these perceptions will affect their ratings on the chances for candidates to be good employee (3) how willing are they to hire the overqualified candidates and (4) whether the demographics of respondents will affect their ratings and willingness to hire concerning overqualified candidates.

Results indicated that respondents' did perceive overqualified candidate differently from non-overqualified candidates, their perceptions on attributes has an impact on their ratings and willingness to hire concerning overqualified candidates and one of the demographics: whether to hire for own/other department has a significant impact on their decisions. In addition, education levels seemed to have being considered by this group of respondents as the most essential aspect in defining overqualified people.