

Abstract of thesis entitled: “Perceived Overqualification on Organizational
Citizenship Behavior and Turnover Intention”

Submitted by HO Ngai Kwan Nicole

Present study recruited 108 full time workers to investigate the effect of perceived overqualification, job satisfaction and work engagement on the dimensions of Organizational Citizenship Behavior (OCB) and turnover intention. Perceived overqualification is distinguished in the way that employees implicitly compared with internal referents (SPOQ) or explicitly compared with the benchmark in the same industry (POQI) to perceive themselves as overqualified or not. Not only self-report measure was employed, rating from others was also adopted in order to control the common method bias. Correlation and linear regression model were conducted to analyze the data. Results demonstrated that there was a negative association of perceived overqualification with OCBO but not OCBI. A positive relationship between perceived overqualification and turnover intention from both self and other rating measures was also identified. In addition, a significant correlation between work engagement and POQI but not SPOQ provided thoughtful insight.