

A Study on the Influence of Perception of Excess Qualifications on Job Burnout in College Graduates

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Abstract: Based on the theoretical perspective of relative deprivation theory, this paper analyzes the empirical data of 352 employees who have experienced higher education, and explores the mechanism of employee perception of excess qualifications on employee job burnout. The results show that the perception of overqualification can strengthen job burnout in three dimensions: emotional exhaustion, low sense of achievement and cynicism. Insider's identity perception and organizational support perception negatively moderated the effect of employee's overqualification perception on job burnout.

Keywords: Perception of excess qualification, Job burnout, Insider's identity cognition, Organizational support, Theory of relative deprivation.

1. Research Background

According to the "2021 National Education Development Statistical Communique" released by the Ministry of Education in 2022, the current total enrollment of all kinds of institutions of higher learning in China is 44.3 million, an increase of 2.47 million compared with the previous year. The gross enrollment rate of higher education is 57.8%, 3.4 percentage points higher than the previous year, stepping into the stage of popularization and development. According to the Ministry of Education and the Ministry of Human Resources and Social Security, the total number of college graduates in 2021 is expected to reach 8.54 million, an increase of 350,000 year-on-year. Above data reflected the gradually perfect the education system in China, also means that in the future labor market proportion of highly educated talents will be more and more high, at the same time, our country's economic development not balanced state, regional and structural incoordination between education and economic development lead to the talent supply and demand imbalance, and affected by the outbreak of a new global champions, economic growth is slowing, Employment demand is shrinking, which leads to limited employment opportunities, the labor market supply and demand situation is increasingly severe.

Under the above background, the threshold of the hiring high constantly, some fresh job seekers often because when a resume first degree and the final degree is not a double top colleges and universities and the rejection, besides continuously to exaggerate the degree requirements, business knowledge and skills requirements for job seekers also continue to increase, making employees in formal before entering the job will have high quality and ability, But there's not much real room for that. Many college graduates, to be going to work because of the perceived gap in education level and job, it's easy to cause employee qualification surplus perception, perception to the individual's own under the level of education, knowledge, experience, skills and quality more than the level of the work to be (Erdogan, 2009) [1], it should be pointed out that, The perception of excess qualification is not necessarily a real excess qualification, but a psychological perception of overconfidence [2]. At present, many industries have the phenomenon of highly qualified people working in

low-threshold jobs. According to relevant research reports, more than 50% of employees worldwide think their qualifications are higher than the job requirements, and the proportion in China is as high as 84% [3].

Existing studies have confirmed that the perception of excess qualifications will have a negative impact on individuals and organizations, such as reducing job satisfaction, organizational commitment [4], self-efficacy, etc., and making employees have negative psychological cognition, including the perception of injustice and reduced happiness at work [5]. As a result, employees have time encroachment behavior [6], anti-production behavior [7], pro-organization unethical behavior, etc. [8] On the other hand, some scholars believe that the perception of overqualification can also help employees to shape positive psychological cognition. For example, based on the perspective of competence, the perception of overqualification can help employees to provide more self-efficacy when completing tasks [9]. The perception of overqualification can also promote employees' job remodeling and invest more time in innovative behaviors and extra-role behaviors [10]. To sum up, there are different conclusions on the influence of the perception of excess qualifications on the psychological cognition and work behavior of employees. It is necessary to study the psychological cognition and behavioral results caused by the perception of excess qualifications of college graduates.

2. Theoretical Basis and Research Hypothesis

2.1. Theoretical Basis

This study mainly uses the theory of relative deprivation to build a model for research. The concept of relative deprivation was first proposed by the American scholar Stauffer and later developed by Merton into a theory about group behavior. Relative deprivation theory holds that individuals will make subjective evaluation of their current status or state according to self-standards or reference objects. If they fail to obtain the results they should be entitled to, they will experience the feeling of being deprived of their own resources. Therefore, this study believes that when employees have the perception of excess qualifications but fail to achieve

their expected work rights and social status in reality, such expectation gap will cause employees to have the negative cognition of being deprived of their own resources, so that they cannot psychologically identify with the job, and thus result in job burnout. With the slowdown of economic growth, enterprises and college graduates have to face the problems of intensifying labor conflicts and the contradiction between supply and demand in the labor market, and the perception of excess qualifications and job burnout of employees is becoming more and more common. In the face of such social reality, we need to master the development trend of the perception of excess qualifications and job burnout research, and further dig the relationship and mechanism between excess qualifications and job burnout, so as to help college graduates correctly understand their employment status and improve their career planning.

Overqualification reflects the phenomenon that employees' education level, work experience and skills are beyond the current job requirements [11]. Individuals can compare their current positions according to their future development, past work experience and other subjective standards. Such subjective comparison forms the basis for the perception of excess qualifications and triggers the cognitive and emotional responses of employees, which is an effective way to predict the attitude and performance of employees (Wang Miaomiao, 2021) [12]. Although scholars continue to pay attention to the perception of excess qualifications and have made many important findings, it is still necessary to further explore the influence mechanism of the perception of excess qualifications. Based on this, this study, referring to previous studies, chose the perception of excess qualifications as the antecedent variable to explore its effect on employees' job burnout.

The concept of job burnout was first put forward by foreign scholars. Maslach [13] et al. summarized this concept into three dimensions: emotional exhaustion, cynicism and low professional efficacy. Among them, emotional exhaustion refers to the long-term fatigue of individuals, resulting in excessive emotional response and physical energy consumption, and then appear tired, reduced enthusiasm for work and other symptoms. Cynicism is when an individual deliberately distances himself from work and other work-related people, reduces his or her commitment to work, passively completes his or her work, and no longer cares whether his or her work contributes to the organization. Reduced personal achievement refers to the individual's lack of confidence in the work, and continue to deny the value of their own existence. [11] Previous studies have proved that the pre-dependent variables of job burnout mainly include work intensity, leadership style and personal traits [13-14].

2.2. Perception of excess qualifications and job burnout

Past research has found that when workers perceive themselves to be overqualified, they become frustrated when they realize they are wasting valuable resources (such as time, skills, and knowledge) by staying in jobs that are not qualified for them. They may suffer from emotional exhaustion due to their inability to fully utilize their skills to improve their new professional knowledge [15]. When over-qualified employees perceive that the work they are engaged in cannot give full play to their own superior resources, they often think that they are "overqualified" in the organization and cannot perceive their own importance in the organization (Cheng Bao, 2019)

[16]. And according to the theory of relative deprivation, qualification of surplus staff will produce their own ability and resources exploitation in the form of overqualified, so as to generate discontent and injustice to organization request, question their value and importance in the organization, thinks he has no chance to play in the organization self advantages, so as to form a mental state with low personal accomplishment (wang miao miao, 2021) [12].

On the other hand, when overqualified employees work with properly qualified employees, they feel that they are in a similar work environment to their less qualified colleagues; Achieving a similar workplace status will not help your career; My own work is meaningless (Liu Rongjing, 2021) [17]. They put very little mental effort into their work, and even their emotions are withdrawn from the workplace. They treat people associated with their work (superiors, colleagues, clients) with indifference, become cynical, and eventually develop a sense of doubt and denial about their own abilities. Based on this, this study proposed the following hypothesis:

H1: The perception of excess qualifications of college graduates will positively affect job burnout

2.3. The moderating effect of insider's identity perception

Psychological research shows that the formation of insider's identity cognition in Chinese context is closely related to Chinese traditional culture. In collectivist cultures under the influence of the traditional Chinese will tend to keep themselves and the organization is divided into an organic whole, the formation of insider identity awareness, more emphasis on staff dependence and belonging to the organization, and advocate the collective interests above personal values, willing to sacrifice personal interests to achieve organizational goals (yellow-bright infusion, 2015) [18]. Existing studies have shown that insider identity cognition has a considerable impact on individual work attitudes, behaviors and results (Li Xiujie et al., 2017) [19]. Zhao Jun et al. (2021) [20] found that individuals with stronger insider identity cognition are more emotionally dependent on organizations, which will bring nonlinear influence to organizational citizenship behavior. Insider identity recognition will encourage employees to show more positive behaviors (Zhao Hongdan, 2015) [21], Zhang Haoyu et al. (2016) [22] found by building a theoretical model that insider identity recognition will encourage employees to take the initiative to take responsibility at work and generate positive behaviors that are beneficial to the organization and individuals. Wang Lin et al. (2010) [23] proposed that the higher the cognition of insider identity of employees, the more willing they are to devote more energy to the organization and actively contribute to the organization.

According to literature review, insider identity perception can increase employees' emotional commitment to the organization, to a certain extent, reduce the negative emotions due to excess perception of qualifications, make employees perceive the excess qualification into organizational citizenship behavior, take the initiative to take more responsibility for the company, reduce the depletion of mood, reduce the job burnout. Based on this, this study proposed the following hypothesis:

H2: The perception of insider identity can negatively regulate the influence of the perception of excess qualifications on job burnout of college graduates

2.4. The moderating effect of organizational support perception

Organizational support theory was put forward by American psychologist Eisenberg et al in 1986. According to the theory, employees will form a comprehensive perception of whether the organization cares about their welfare during work, and this perception will affect employees' emotions, behaviors and performance. Organizational support perception can not only weaken the negative impact of person-post mismatch and relieve the pressure and negative emotions of over-qualified employees, but also improve employees' job satisfaction and intrinsic motivation (Wang Miaomiao, 2021) [12]. According to reciprocity, employees who perceive that they are valued and cared by the organization will reward the organization with stronger intrinsic motivation, and will actively improve work processes and methods to provide higher performance for the organization by virtue of their ability (Luksyte, 2016) [24].

H3: Perceived organizational support can negatively regulate the influence of perceived excess qualifications on job burnout of college graduates

Based on the above assumptions, this paper builds the impact model of college graduates' perception of excess qualifications on job burnout as follows:

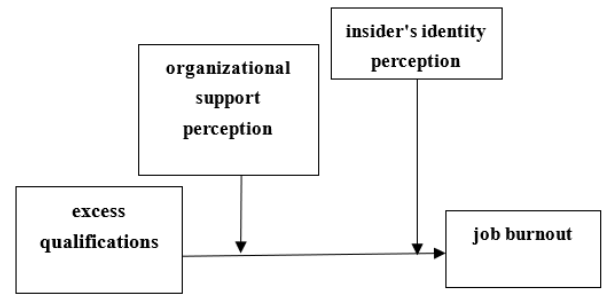


Figure 1. The impact model of college graduates' perception of excess qualifications on job burnout

3. Research Methods

3.1. Research objects and data collection

The research mainly used the questionnaire star platform to collect online data, and the questionnaire process was anonymous. The survey objects are mainly college graduates and employees in the organization, mainly from the enterprises in Liaoning, Sichuan, Hubei, Jilin and other regions, involving industries including information communication, biomedicine, manufacturing, engineering construction, consulting services, etc. A total of 380 questionnaires were sent out and 374 were recovered. Among them, 22 were invalid and 352 were valid, with an effective rate of 92%. The distribution of sample composition is shown in Table 1.

Table 1. Basic characteristics of college graduates

sample characteristics		Frequency	percentage
Sex	Male	165	46.9%
	Female	187	53.1%
Age	Under 20	50	14.2%
	20-29	157	44.6%
	30-39	82	23.3%
	40-49	38	10.8%
	50 and above	25	7.1%
Years of working	Less than a year	95	27.0%
	1-3 years	110	31.3%
	4-6 years	80	22.7%
	7-9 years	44	12.5%
	10 years and above	23	6.5%
official academic credentials	High school/technical secondary school and below	13	3.69%
	junior college	145	41.20%
	regular college course	168	47.73%
	Master degree or above	26	7.40%
Post type	Management personnel	68	19.3%
	Technical/R&D staff	95	27.0%
	Marketers	56	15.9%
	Financial personnel	33	9.4%
	Other	100	28.4%
class of position	general staff	221	62.8%
	junior managers	67	19.0%
	Middle Manager	36	10.2%
	Senior manager	28	8.0%

The survey results showed that among 352 valid questionnaires, male accounted for 46.9 and female accounted for 53.1 percent. Since the object of this study is graduates who have experienced colleges and universities, based on the reference of existing literature on college graduates, the scope of this study is limited to graduates who have experienced colleges and universities, namely, graduates of universities, specialized colleges, higher vocational and technical colleges and junior colleges. The majority of the

respondents were college and undergraduate graduates, accounting for 41.20% and 47.73% of the total sample, respectively. Among them, ordinary employees accounted for the highest proportion, 62.8%. Most of the respondents are engaged in other functional jobs and technical and research and development work. It can be seen that the working environment and career development of college graduates are slow. Therefore, it is of great significance to analyze the cognition of career development and job burnout of college

graduates.

3.2. Measurement Tools

3.2.1. Qualification Excess Perception Scale

In terms of selecting the survey scale of the perception of excess qualifications, this study selects the 9-item scale translated and optimized by Chen Yingyuan et al. [25] from foreign literature, whose item includes "the educational level required by my job is lower than my current educational level". In this study, the Cronbach's α was 0.89.

3.2.2. Organization supports perception scale

In terms of the organizational support perception survey scale, this study selected the 8-item scale developed by Shen et al. [26], whose item included "My organization cares about my opinion" and so on. In this study, the Cronbach's α was 0.92.

3.2.3. Insider identity perception Scale

In terms of the internal identity perception survey scale, this study uses the six-item scale developed by Stamper et al. [27], whose items include "I strongly feel that I am a member of the work organization". In this study, the Cronbach's α 0.89.

3.2.4. Job Burnout Scale

In terms of job burnout survey scale, the MBI-GS Scale [28], revised by Li Chaoping and Shikan in 2003 and applicable to Chinese working situations and characteristics, was selected in this study. The items included "Work makes me feel physically and mentally tired" and so on. In this study, the Cronbach's α was 0.94.

3.2.5. Control variables

Individual age, gender, education, working years, rank and position will affect the job burnout of college graduates, and this study controls these six variables. They are classified as below 20 years old, 20-29 years old, 30-39 years old, 40-49 years old, and above 50 years old, with 0 and 1 denoted as male and female respectively. They are classified as high school, technical secondary school or below, junior college, bachelor's degree, master's degree or above, and their working years are classified as less than 1 year, 1-3 years, 4-6 years, 7-9 years, and over 10 years old. The ranks are divided into ordinary employees, grassroots managers, middle managers and senior managers, and the positions are divided into five categories according to the types of posts.

3.3. Statistical analysis methods

In this study, SPSS27 software and AMOS software were used for statistical analysis of relevant survey data. First of all, since the questionnaires in this study were all on the scale, confirmatory factor analysis was used to test the fit between the models. Secondly, correlation analysis is carried out to test whether there is dependency between variables. Thirdly, multiple linear regression analysis is carried out to verify the research hypothesis.

4. Data Analysis and Results

4.1. Data Analysis

4.1.1. Confirmatory factor analysis

Reliability, which represents the consistency, stability and reliability of the scale, is usually expressed by Cronbach's α coefficient. Validity analysis includes content validity and structure validity. Content validity mainly measures the degree of suitability and conformity of content. The scale design of this study has referred to relatively mature scales at home and abroad, and has been modified and improved in combination with the characteristics of the research objects, so that it can be judged that the content validity meets the requirements of the test. Structural validity refers to the degree to which a test is able to measure the theoretical structure and characteristics to be measured. Due to the use of classical scale, confirmatory factor analysis was used in this study.

In this study, AMOS software was used to perform confirmatory factor analysis on variables to observe the overall fit among models, that is, the fit between the measured model and the actual data was used to test the structural validity of each scale. The results were summarized in Table 2. According to the general standard, if X^2/df is less than 0.5, it means the fit is normal, and if x^2/DF is less than 3, it means the fit is good. If RMSEA is less than 0.1, it means normal fit, and if RMSEA is less than 0.08, it means good fit. RMR should be less than 0.5; GFI, CFI and TLI are all greater than 0.9. Therefore, all the classical scales used in this study meet its standards. Therefore, it can be seen that the measurement model in this study is well matched with the actual data and has good validity.

Table 2. Overall fitting coefficient of the questionnaire

scale	Overall fitting coefficient of the questionnaire				
	X ² /df	RMSEA	GFI	CFI	TLI
Perception of excess qualification	1.469	0.027	0.953	0.982	0.983
Insider's identity cognition	2.480	0.046	0.946	0.952	0.953
Organizational support	1.393	0.039	0.917	0.977	0.928
Job burnout	1.712	0.038	0.934	0.963	0.934

According to the validity analysis of the scale of overqualified perception (Table 3), KMO value was 0.92 and P value was 0.000, which met the conditions for factor analysis. Next, confirmatory factor analysis was conducted to select the standard factors with factor loading greater than 0.5, and Table 3 was obtained. The cumulative contribution rate of the factors was interpreted as 63.163%, indicating that the nine items explained most of the information affecting the

perception of excess qualifications. However, it can be seen from the table that the load coefficient of question 9: "My ability is higher than the job requirement" of 0.458 is lower than the optimal value range of 0.5. Because this scale adopts relatively mature scale at home and abroad, the problems of questionnaire design can be excluded, which may be caused by some errors in the collection of data, which is also the shortcoming of this study.

Table 3. Validity analysis of excess qualification scale

	Load factor	AVE	CR	Cronbach's α	Cumulative variance contribution rate
ZZ9	0.458	0.609	0.885	0.92	63.163%
ZZ8	0.553				
ZZ7	0.523				
ZZ6	0.616				
ZZ5	0.747				
ZZ4	0.72				
ZZ3	0.823				
ZZ2	0.809				
ZZ1	0.808				

According to the validity analysis of the insider identity perception scale (Table 4), KMO value is 0.89 and P value is 0.000, which meets the conditions for factor analysis. Next, confirmatory factor analysis was conducted to select the standard factors with factor loading greater than 0.5, and Table 4 was obtained. The cumulative contribution rate of factors was interpreted as 65.356%, indicating that the six

questions explained most of the information affecting the insider's identity perception. However, as can be seen from the table, the load coefficient of 0.478 of the question "My work organization often makes me feel left out" is lower than the optimal value range of 0.5, but still within the acceptable range.

Table 4. Validity analysis of insider identity perception Scale

	Load factor	AVE	CR	Cronbach's α	Cumulative variance contribution rate
NB6	0.478	0.589	0.892	0.89	65.356%
NB5	0.576				
NB4	0.832				
NB3	0.853				
NB2	0.871				
NB1	0.892				

According to the validity analysis of the organizational support perception scale (Table 5), KMO value was 0.92 and P value was 0.000, which met the conditions for factor analysis. Next, confirmatory factor analysis was conducted to select the standard factors with factor loading greater than 0.5,

and Table 5 was obtained. The factor loading of 8 items was higher than the standard of 0.5, and the cumulative contribution rate of factors was 65.395%, indicating that 8 items explained most of the information affecting the organization's support perception.

Table 5. Validity analysis of organizational support perception Scale

	Load factor	AVE	CR	Cronbach's α	Cumulative variance contribution rate
ZC8	0.845	0.601	0.922	0.92	65.395%
ZC7	0.832				
ZC6	0.833				
ZC5	0.839				
ZC4	0.915				
ZC3	0.659				
ZC2	0.617				
ZC1	0.598				

According to the validity analysis of job burnout scale (Table 6), KMO value is 0.94 and P value is 0.000, which meets the conditions for factor analysis. The factor load of the 15 items in Table 6 is all greater than 0.5 standard, and the measurement questions of the same dimension are distributed on the same factor. Questions 1 to 5 mainly explain how tired employees feel in the face of work pressure every day, which is named emotional exhaustion. Questions 6 to 11 mainly

indicate that employees are not confident to complete the work of their superiors, which is named as low self-efficacy. ; The last factor, which describes the employee's current cynical attitude towards work, is named cynicism. In terms of the contribution rate of variance interpretation, the cumulative explanation rate of the three factors was 75.033%, indicating that the scale had high internal validity.

Table 6. Validity analysis of job burnout scale

Factor	Load factor	AVE	CR	Cronbach's α	Cumulative variance contribution rate
emotional exhaustion	JD5	0.807	0.629	0.892	54.47%
	JD4	0.821			
	JD3	0.799			
	JD2	0.945			
	JD1	0.538			
reduced personal accomplishment	JD10	0.767	0.662	0.921	65.85%
	JD9	0.814			
	JD8	0.829			
	JD7	0.862			
	JD6	0.92			
cynicism	JD11	0.668	0.66	0.885	75.03%
	JD15	0.803			
	JD14	0.864			
	JD13	0.721			
	JD12	0.853			

4.1.2. Correlation analysis

Correlation analysis is a statistical method to study whether there is a certain dependency between variables. Pearson coefficient is generally used to represent the correlation between variables. The value of Pearson's coefficient r is between plus and minus 1. The closer the absolute value of r is to 1, the stronger the linear relationship between the variables. In this study, Pearson coefficient method will be used to analyze the correlation between the perception of overqualification, job burnout and the overall dimension, the perception of insider identity and the perception of organizational support. As shown in Table 7, through

correlation analysis, it can be seen that the perception of overqualification is significantly correlated with the dimensions of job burnout, and the two are significantly correlated with the perception of organizational support, as well as with the perception of insider identity. On the basis of above analysis, the regression analysis was carried out on the relevant variables, according to the result of regression analysis to verify the qualifications of excess sense perception, job burnout, organizational support and insider identity perception of cause and effect, at the same time to explore with insider identity sense perception, organizational support to adjust variables, excess perception of qualification effects on job burnout.

Table 7. Correlation analysis of variables

	1	2	3	4	5	6	7	8	9	10	11	12	13
1. Sex	--												
2. Age	.230**	--											
3. official academic credentials	.410**	.205**	--										
4. years of working	.146**	.668**	.158**	--									
5. Post type	.559**	-.129*	.264**	-.197**	--								
6. rank	.337**	.493**	.318**	.446**	.137**	--							
7. Perception of excess qualification	.300**	.407**	.337**	.409**	0.039	.396**	--						
8. Insider identity perception	.395**	.256**	.436**	.184**	.384**	.358**	.269**	--					
9. Organizational support	.363**	.329**	.273**	.306**	.286**	.391**	.209**	.711**	--				
10. Emotional exhaustion	.259**	.321**	.289**	.344**	0.061	.298**	.520**	.215**	.183**	--			
11. Diminished personal accomplishment	.247**	.424**	.141**	.419**	-0.045	.376**	.565**	.123*	.152**	.610**	--		
12. Cynicism	.215**	.357**	0.103	.397**	-0.028	.374**	.521**	.129*	.181**	.577**	.718**	--	
13. Job burnout	.277**	.428**	.203**	.446**	-0.008	.402**	.617**	.176**	.194**	.829**	.918**	.856**	--

** At level 0.01 (two-tailed), the correlation was significant.
* At level 0.05 (two-tailed), the correlation was significant.

4.1.3. Regression analysis

Firstly, the regression analysis is conducted on the perception of overqualification and job burnout, and the results are shown in Table 8. The results show that the perception of overqualification has a significant impact on job burnout: The adjusted R squared was 0.379, suggesting that

psychological contract breach explained a total of 37.9% of job burnout, with a regression β value of 0.617 and a Sig value of 0.000, less than 0.01. Therefore, the perception of excess qualifications has a significant positive impact on employees' job burnout, and hypothesis H1 is established

Table 8. Correlation analysis of the influence of perceived excess qualifications on job burnout

independent variable	dependent variable	β	T	Adjusted R ²	F	sig
overqualification	job burnout	0.617	14.664	0.379	215.043	0.000

Next to examine whether insider identity perception and organizational support perception in excess of qualification adjustment effect between perception and job burnout, need to be the independent variable (excess perception of qualification) and regulating variable (insider identity sense perception, organizational support) centralized, such as table

9, 10 in model 1, 2, 3, 4, in order to eliminate collinearity problem to research the influence of Then take the product of the independent variable and the regulating variable as the interaction term. Then we test the regression coefficient of the interaction term. If it is significant, it indicates that the adjustment effect is significant.

Table 9. Centralization analysis of internal identity perception variables

Model	R	R ²	Adjusted R ²	Error in standard estimation	Change the statistical			
					Change in R ²	Degrees of freedom 1	Degrees of freedom 2	Change in significance F
1	.617 ^a	0.381	0.377	0.71997	0.381	2	349	0.000
2	.630 ^b	0.397	0.392	0.71127	0.017	1	348	0.002

a. Predictive variables: (constant), insider identity perception, excess qualification perception
b. Predictive variables: (constant), insider identity perception, overqualification perception, insider identity perception interaction

Table 10. Analysis of centralization of perceived variables supported by organizations

Model	R	R ²	Adjusted R ²	Error in standard estimation	Change the statistical			
					Change in R ²	Degrees of freedom 1	Degrees of freedom 2	Change in significance F
3	.621 ^a	0.385	0.382	0.71742	0.385	2	349	0.000
4	.627 ^b	0.393	0.387	0.71396	0.008	1	348	0.037

a. Predictive variables: (constant), perception of organizational support, perception of excess qualifications
b. Predictive variables: (constant), perception of organizational support, perception of excess qualifications, and interaction of organizational support

It can be seen from the data in Table 11 that Sig value 0.002 of the interaction coefficient (perception of excess qualifications × perception of insider identity) is less than

0.05, indicating the existence of a moderating effect, that is, H2: perception of insider identity plays a moderating role between perception of excess qualifications and job burnout.

Table 11. Regression coefficient analysis of interaction terms of insider identity perception

Model	Unstandardized Coefficients		Standardized Coefficients	t	significance	
	B	stderr	Beta			
1	(constant)	1.168	0.178		6.560	0.000
	Perception of excess qualification	0.635	0.045	0.614	14.040	0.000
	Insider identity perception	0.010	0.043	0.010	0.235	0.814
2	(constant)	1.114	0.177		6.299	0.000
	Perception of excess qualification	0.629	0.045	0.608	14.049	0.000
	Insider identity perception	0.026	0.043	0.026	0.600	0.549
	Insider identity perception interaction	0.124	0.040	0.130	3.096	0.002

a. Dependent variable: Job burnout

It can be seen from the data in Table 12 that the Sig value of 0.037 of the interaction coefficient (perception of excess qualifications × perception of organizational support) is less than 0.05, indicating that the moderating effect exists, but its

significance is not as strong as that of insider identity perception. Hypothesis H3: perception of organizational support plays a moderating role between perception of excess qualifications and job burnout.

Table 12. Regression coefficient analysis of perceived interaction terms of organization support

Model	Unstandardized Coefficients		Standardized Coefficients	t	significance	
	B	stderr	Beta			
1	(constant)	1.011	0.187		5.390	0.000
	Perception of excess qualification	0.624	0.044	0.603	14.040	0.000
	Perception of organizational support	0.068	0.043	0.068	1.595	0.112
2	(constant)	1.001	0.187		5.365	0.000
	Perception of excess qualification	0.618	0.044	0.597	13.948	0.000
	Perception of organizational support	0.072	0.042	0.073	1.704	0.089
	Organizations support perceptual interaction	0.083	0.039	0.088	2.096	0.037

a. Dependent variable: Job burnout

5. Research Conclusions and Shortcomings

The results show that the following hypotheses are valid; Hypothesis 1: Perception of overqualification has a positive impact on employee job burnout. Hypothesis 2: Insider identity perception moderates the relationship between perception of overqualification and job burnout, that is, the higher the perception of insider identity is, the smaller the impact of perception of overqualification on employee job burnout. The lower the perception of insider identity, the greater the impact of the perception of excess qualifications on the degree of employee job burnout. Hypothesis three: the perception of organizational support plays a moderating role in the relationship between psychological contract breach and job burnout is valid. That is, the higher the perceived organizational support, the smaller the positive impact of perceived overqualification on job burnout; The lower the perceived organizational support, the greater the positive effect of perceived organizational support on job burnout, and the moderating effect of perceived organizational support on the relationship between perceived organizational support and job burnout is not as obvious as that of insider identity perception.

Management implications of this study is to: first, the enterprise should pay attention to the employee's qualification

excess perception problem, and fully recognize the qualifications of excess perception may lead to staff's physical and mental health, behavioral problems and influence in the organization, enterprise managers should according to the current employment situation adjust the talent requirements in a timely and effective manner to reduce the employee's qualification excess perception; Secondly, to improve the perception of excess qualifications of employees, that is, in the process of selecting and employing people, we should try our best to match people with posts and make the best use of their talents. Try to meet the growth needs of employees, provide more opportunities for employees to learn, training, in order to encourage employees to bring their talents into play in their own work. In addition, emotional identification can weaken or transform employees' overqualified cognition. Specifically, organizations can enhance employees' independent decision-making power and leading role in work through reasonable authorization, enhance their sense of control over work, and strengthen their sense of ownership and insider identity perception. Finally, in addition to work, managers should also care about the life of employees and establish the emotional bond between employees and the organization outside of work, so as to improve employees' perception of organizational support and weaken employees' job burnout.

Although this study is based on the self-control resource model and the analysis of questions and questionnaires, it tries

to provide reference for the future development of enterprises, employment and college students preparing for employment, but there are still some shortcomings. The main methods are as follows: First, in terms of research methods, the questionnaire is distributed mainly by using the online questionnaire star, which is relatively simple. Second, the problem of job burnout is more sensitive to enterprises and employees. When they fill in the questionnaire, they are worried that the content of the questionnaire will have adverse effects on themselves, leading to a certain deviation between the questionnaire results and the reality. Third, the data research method in this study is a relatively simple multiple regression analysis method, and there may be insufficient data processing methods that researchers have not thought of.

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