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U-shaped relationship of perceived overqualification and job crafting: Moderation effect of psychology capital and work autonomy

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ABSTRACT

Background: The increase in the number of layoffs and periods of recession gave rise to an interesting phenomenon, namely overqualification of employees. Most research on overqualification and perceived overqualification (POQ) so far was conducted to look for negative impacts and was carried out in developed countries.
Purpose: This study aims to explore the non-linear relationship and positive influence of POQ on job crafting, as well as the role of psychological capital and work autonomy in strengthening this relationship.
Method: Data was collected from 217 employees with tenure ranging from 1 to 5 years, occupying positions at or below the supervisory level.
Findings: The result of the main hypothesis showed that POQ has a U-shaped relationship with job crafting, which indicates that there is an optimal POQ level that can increase an employee's job crafting. The research results also showed that high psychological capital in employees is able to moderate the relationship between POQ and job crafting, thus strengthening the relationship between the two. Work autonomy was found could not moderate the relationship between the two.
Implication: It is expected that the results of this research can help companies overcome the negative impact of POQ and instead benefit from the positive impact.

KEYWORDS
perceived overqualification; job crafting; psychology capital; work autonomy; moderated u-shaped relationship

Introduction

Overqualification refers to a situation when an employee has knowledge, skill, and ability that exceeds the requirement of their current job or position (Erdogan et al., 2011). This phenomenon had been found in many countries such as South Korea, Greek, Spain, United States, Mexico, and Turkey, in which 30% of employees in those countries experienced overqualification (The Organization for Economic Co-operation and Development & the European Union, 2018).

Overqualification phenomena has been more widely researched in developed countries, but overqualification was found to be more widespread in developing countries (Görg & Strobl, 2003). A similar thing was also found by Chun and Chua (2016) whose research showed the high level of overqualification in developing countries such as Vietnam (46.4%), Laos (42.9%), and Sri Lanka (28.2%). Several factors that caused high levels of overqualification are high rates of dismissal from work (Feldman, 1996), lack of unemployment compensation from the government (Liu et al., 2015), and periods of recession (Görg & Strobl, 2003) so that employees choose to stay in their jobs which require knowledge, skill, and ability below their qualification. This research is conducted in Indonesia, which is also a country affected by the recession and mass layoffs of employees in various companies (Cable News Network Indonesia [CNN Indonesia], 2022; Consumer News and Business Channel Indonesia [CNBC Indonesia], 2022).

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Overqualification can be divided into two different constructs, namely objective overqualification and perceived overqualification—POQ (Sesen & Ertan, 2020). Objective overqualification is a situation when an individual's qualifications are objectively proven to exceed the qualifications required for a position (Martinez et al., 2014). On the other hand, perceived overqualification is an individual's personal assessment that the qualifications they have exceeded those required in their job. Perceived overqualification is a more important construct to research because an employee will be more likely to act or behave in accordance with their perception compared to what is happening (Maynard et al., 2006).

This phenomenon had been widely researched, and it had been found that perceived overqualification (POQ) caused an inconsistent effect on employees and companies. POQ was found to have a negative impact by lowering employees' job satisfaction (Erdogan & Bauer, 2009; Kengatharan, 2020), affective commitment (Maynard et al., 2006), increasing turnover intention (Maynard et al., 2006), counterproductive work behavior (Erdogan et al., 2011; Liu et al., 2015; Maksum et al., 2021), and work alienation (Wang et al., 2019). However, there were also several studies that had found a positive impact of POQ such as increasing employee's work performance (Erdogan & Bauer, 2009), innovative behavior (Sun & Qiu, 2022), behavior of helping fellow employees and reducing deviant behavior in the workplace (Abozaid et al., 2019). Inconsistent results regarding the perceived overqualification effects raised the main question for this research, namely in what situation POQ negatively or positively affect the companies and their employees.

One of the effective methods to overcome the POQ's adverse effects is for employees to engage in job crafting. Maynard et al. (2006) explained POQ as a form of person-job misfit which is caused by a gap between an employee's abilities, experience and knowledge, and the requirements for the job. One method that directly addresses the problem of person-job misfit is to implement job redesign, which is a process for changing various aspects of work so that they are more suited to individual employees. A job redesign method that is proactively aimed at improving person-job fit is job crafting (Tims et al., 2016).

Job crafting as a concept was first explained by Kulik et al. (1987) using Job Characteristic Theory stating that when there is a match between job characteristics and worker characteristics, optimal results will be achieved, namely internal motivation, job satisfaction, and high work effectiveness. To be able to achieve this, sometimes an employee can take the initiative to change several aspects of their work so that it is more in line with their characteristics. The Job Characteristic Theory is in line with the Job Crafting Theory that was made famous by Wrzesniewski and Dutton (2001) which explained job crafting as the initiative behavior to make changes carried out by workers to be able to align their work with themselves. Examples of initiative behavior carried out by workers include changing how work is done, adding challenges to their work, and reducing their workload (Tims et al., 2016).

Inconsistent research results regarding the impact of POQ raise questions about the relationship between POQ and job crafting. Woo (2020) explained that negative factors such as POQ often form non-linear relationships with various other behavioral indicators. This means that employees who perceive themselves as having a low to moderate level of overqualification can proactively use their abilities and excess time to craft their job and various aspects of their work to make them more suitable. However, employees who feel too overqualified in their work will lose their motivation to change aspects of their work, because job crafting alone is deemed not adequate to change the situation at their job (Woo, 2020). Hence, this research predicts a non-linear relationship between POQ and job crafting.

Two moderating variables are also used in this research to look at factors that can reduce the negative impact of perceived overqualification and increase job crafting, namely psychology capital and work autonomy. Psychology capital or PsyCap is a combination of constructs that meet the criteria for positive organizational behavior (Avey et al., 2011; Luthans & Youssef-Morgan,

2017; Luthans et al., 2010). The criteria are that they are produced from theory and research, can be measured validly, are unique, and most importantly are state-like so that they can be developed and have a positive impact on work. The four constructs that made up the PsyCap concept are self-efficacy (having confidence in completing challenging tasks), optimism (having a positive view of current and future success), hope (persevering to achieve goals), and resilience (ability to recover when facing failure). Psychological capital is used as a moderator because Luthans et al. (2007) explained that individuals with high psychological capital can face uncomfortable situations in individual work better and would still be able to behave proactively than individuals with low Psychology Capital. Sesen and Ertan (2018) had also researched the relation between POQ and job crafting which is moderated by PsyCap but have not seen the moderating effect in a non-linear relationship.

Work autonomy is also used as a moderator because employee motivation to craft their job is more likely to manifest when employees feel that there is freedom and opportunity to change aspects of their work (Wrzesniewski & Dutton, 2001). Hackman and Oldham (1975) defined work autonomy as how a job can provide freedom and independence for employees in deciding the agenda and work procedures carried out. Woo (2020) who examined the relation of POQ and job crafting in a non-linear relationship also suggests examining the effects that autonomy will have on the relationship.

As this research was conducted in Indonesia, the target population was Indonesian employees who are currently working full time with a work period of 1-5 years in current company with education level of above D3. A work period of 1-5 years was chosen as a criterion as Woo (2020) explained that this is the period when employees are most vulnerable to experiencing perceived overqualification. Employees with higher education than the average population in a country are also vulnerable to experiencing perceived overqualification as they generally have higher qualifications than necessary in the country (Maynard, 2006).

This research contributes to existing literature in two ways. First, this research was conducted in Indonesia. Most research on the topic of overqualification was conducted in developed and western countries, although overqualification is also an issue that often occurs in developing countries (Görg & Strobl, 2003). Factors that can cause overqualification are caused by high rates of dismissal from work (Feldman, 1996), lack of unemployment compensation from the state (Liu et al., 2015), and periods of recession (Görg & Strobl, 2003). These three factors also happen in Indonesia, coupled with the level of overqualification in Indonesia which reached 8.5% in 2015 and is expected to keep increasing (Allen, 2016).

Second, this research uses a non-linear or inverted U-shape hypothesis approach to look at the relationship between perceived overqualification and job crafting. So far, research on perceived overqualification has mostly been carried out looking at linear relationships only. However, Woo (2020) explained that negative factors such as perceived overqualification often form non-linear relationships with various other behavioral indicators. Therefore, this research contributes to enriching research on perceived overqualification in the form of an inverted U shape.

Based on the description of the phenomenon, the hypothesis proposed by researchers is there is an inverted U-shape relationship between perceived overqualification and job crafting. Furthermore, researchers also hypothesized that the moderating variables of psychological capital and work autonomy will moderate the curvilinear relationship between perceived overqualification and job crafting; more specifically, the inverted U-shape relationship will be stronger in employees with high psychology capital or work autonomy and will be weaker in employees with low psychology capital or work autonomy.

H1: Perceived overqualification and job crafting will have an inverted U-shape relationship.

H2: Psychology capital will moderate the linear curve relationship between perceived overqualification and job crafting; more specifically, the inverted U-shape relationship will be

stronger in employees with high psychology capital and will be weaker in employees with low psychology capital.

H3: Work autonomy will moderate the linear curve relationship between perceived overqualification and job crafting; more specifically, the inverted U-shape relationship will be stronger in employees with high work autonomy and weaker in employees with low work autonomy.

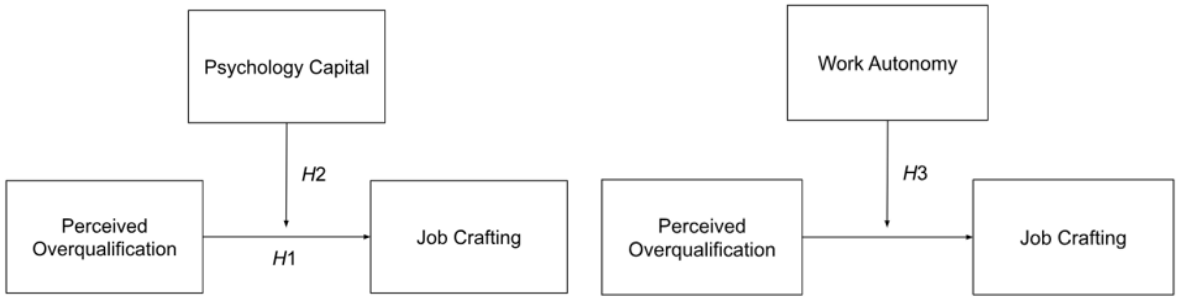

Figure 1. *Hypothesized Model of Research Variables*

Method

Participants

Participants in this research were employees with D3/D4/S1/S2/S3 degrees who worked full time with 1-5 years of service in their current position. The criteria for participant job positions in this research were at a level equivalent to supervisor and below. Determining the characteristics of participants' educational level was carried out based on the POQ's definition from Maynard et al. (2006) which explained that employees will feel that they have higher qualifications if they have a level of education, knowledge, and experience that exceeds their job requirements. Current job requirements in Indonesia required a minimum of SMA/SMK (Senior High School) education level so workers with education level higher than that is D3 (Diploma 3) and above have a risk of perceiving themselves as overqualified. A work period criterion of 1-5 years was determined following research by Woo (2020) which explained that a work period of under 5 years is a work period when the employee still feels they have qualifications that exceed their job before finally adapting to their position when they have worked in the same position and company for over five years. A work period of over one year was chosen as a criterion so the participants have enough time to adapt to the new work situation. Determining work positions equal to or below supervisory level was done because it can be assumed that work positions above supervisory level such as managers and directors will have high job responsibilities and qualifications that are equal to or even higher than the employee's experience and knowledge.

Researchers used the G*Power application to determine the minimum number of participants needed for this research. Based on the type and research design used, the researcher chose the A priori F-test linear multiple regression analysis: fixed model R^2 increase with alpha .05, power .95, and effect size (f^2) 0.09. The results of the G*Power analysis carried out stated that this research required at least 195 participants.

This research used a non-probability sampling method for the data collection process, namely a sampling method where members of the population do not have the same opportunity to become the research sample. More specifically, the non-probability technique used was convenience sampling method because the sample is selected based on their willingness to fill out, ease of reaching participants, and having participant characteristics in accordance with what the research requires (Creswell, 2012). Questionnaires were distributed online to participants who met the criteria via instant messaging applications such as WhatsApp, LINE, and Telegram as well as via social media such as Twitter, Facebook, and Instagram. 25 random participants were given a monetary reward amounting to IDR 30,000 for each person.

Table 1 refers to the demographic data profile of respondents filling out the questionnaire which showed that of the total 217 respondents, 80 respondents were men (37%) and 127 respondents were women (63%). Most respondents were aged 20-40 years with a total of 198 respondents (91.3%), had a bachelor's degree with a total of 171 respondents (78.8%), with a working period of between 1-2 years and 4-5 years with a total of 146 respondents (67.3%) and the majority held job positions at staff level with a total of 137 respondents (63.1%).

Table 1
Demographic Profile of Respondents (N = 217)

	n	%
Gender		
Male	80	37%
Female	137	63%
Age		
20-30	123	56.7%
31-40	75	34.6%
41-50	17	7.8%
>50	2	0.9%
Education level		
Diploma	29	13.4%
Bachelor's degree	171	78.8%
Master's degree	16	7.4%
Postgraduate degree	1	0.5%
Work Tenure		
1-2 years	58	26.7%
2-3 years	37	17.1%
3-4 years	34	15.7%
4-5 years	88	40.6%
Job Position		
Below staff level	7	3.2%
Staff	137	63.1%
Supervisor	73	33.6%

Instruments

In measuring the perceived overqualification variable, researcher used the Scale of Perceived Overqualification (SPOQ) measuring instrument from Maynard et al. (2006) which had been adapted into Indonesian by Maksum et al. (2021). This measuring tool measures how participants feel their qualifications (abilities, knowledge, and experience) exceed those required by their current job. This measuring tool has 9 items that are responded to using a Likert scale with a range of 1 (strongly disagree) to 5 (strongly agree). The higher the participant's score indicates the higher the level of perceived overqualification compared to a low score. An example of an item in this measuring tool is "My job requires a lower level of education than the education I have". The adapted SPOQ has a Cronbach's Alpha value .86, which means that this measuring instrument has good reliability.

In measuring the job crafting variable, researcher used the Job Crafting Scale (JCS) measuring tool from Tims et al. (2012) which had been adapted into Indonesian by Anggrita (2021). This measuring tool measures 4 dimensions of job crafting, namely 5 items measuring the dimension of increasing structural resources, 6 items measuring the dimension of reducing inhibiting job demands, 5 items measuring the dimension of increasing social task resources, and 5 items measuring the dimension of increasing challenging job demands. This measuring tool has

21 items that are responded to using a Likert scale of 1 (never) to 5 (very often). The score means that the higher the participant's score, the more often the employee displays job crafting behavior compared to a low score. One of the items in this measuring tool is "I determine my own way of working". The adapted JCS has a Cronbach's Alpha value .82, which means that this measuring instrument has good reliability.

In measuring the psychology capital variable, researchers used the short version of the Psychology Capital Questionnaire (PCQ-12) from Avey et al. (2011) which had been adapted by Tangkulung (2020). This measuring tool measures 4 dimensions of Psychology Capital, namely 3 items measuring the self-efficacy dimension, 4 items measuring the hope dimension, 3 items measuring the resilience dimension, and 2 items measuring the optimism dimension. This measuring tool has 12 items that are responded to using a Likert scale with a range of 1 (very inappropriate) to 5 (very suitable). The higher the participant's score indicates the higher the employee's psychology capital compared to a low score. One of the items in this measuring tool is "I am able to get through difficult times at work because I have experienced difficulties before." The adapted PCQ-12 has a Cronbach's Alpha value .82 for the self-efficacy dimension, .75 for the hope dimension, .70 for the resilience dimension, and .82 for the optimism dimension, which means that the dimensions of this measuring instrument have good reliability.

In measuring the work autonomy variable, researchers used the Work Autonomy Scale measuring instrument from Breaugh (1999) which had been adapted into Indonesian by Saragih et al. (2021). This measuring tool measures 3 dimensions, namely, 3 items each to measure method autonomy, scheduling autonomy, and criteria autonomy. This measuring tool has 9 items that are responded to using a Likert scale with a range of 1 (strongly disagree) to 5 (strongly agree). The higher the participant's score indicates the higher the employee's perceived autonomy at work compared to a low score. One of the items in this measuring tool is "I can freely choose the method/means used to complete my work". The adapted Work Autonomy Scale has a Cronbach's Alpha value of .88, which means this measuring instrument has good reliability.

Analytical Technique

The results and interpretation of this research were processed through statistical analysis of the scores obtained by participants. SPSS software version 24 with PROCESS version 4.2 from Andrew Hayes was used to analyze the results of data from the sample. The analytical methods used are descriptive, correlational, hierarchical regression analysis, and moderation effect analysis. Testing non-linear relationships to see the relationship between perceived overqualification and job crafting in the form of an inverted U-shape curve followed the methods suggested by Lind and Mehlum (2010) that adds squared X (POQ-squared) and compare with original X (POQ) to test the U-shape curve. Moderation effect of psychology capital and work autonomy on the relationship between POQ and job crafting in the form of a nonlinear curve examined following the procedure recommended by Haans et al. (2016).

Result and Discussion

The reliability test in this research was carried out using Cronbach's Alpha method to see whether the measuring instrument used had good internal consistency. According to Anastasi and Urbina (1997), Cronbach's Alpha value above or equivalent to .70 indicates that the measuring instrument can consistently measure one construct. Table 2 shows the measurement results by looking at the Cronbach's Alpha value both uni-dimensionally and multi-dimensionally of the measuring instruments. When measured uni-dimensionally, the four measuring instruments showed good reliability results showing values above .80. When measured multi-dimensionally, it was found that there was one dimension on the Job Crafting Scale, namely Hindering Job Demands with a figure below .70, at figure .67. However, this dimension was still taken into account in this research because it was close to the expected number and Cronbach's Alpha figures in other dimensions satisfy the criteria.

Pearson's Correlation result can also be seen in Table 2 that shows job crafting to be significantly and positively correlated with psychology capital (r = 0.61, p < .01) and work autonomy (r = 0.63, p < .01). It is also found that job crafting is not correlated to perceived overqualification (r = -0.002, p > .05) which is in line with Lind and Mehlum (2010) procedure that showed while a linear correlation might not find a significant result, the variables can have a non linear relationship.

Table 2
Research Instruments' Reliability Coefficient and Correlation between Dimensions

Variables	Cronbach's Alpha	1	2	3
1. SPOQ	.824			
2. JCS	.876	-0.002		
Structural Job Resources	.806			
Hindering Job Demands	.667			
Social Job Resources	.779			
Challenging Job Demands	.815			
3. PCQ-12	.921	0.61**	-0.06	
Self-Efficacy	.889			
Hope	.865			
Resilience	.700			
Optimism	.792			
4. Work Autonomy Scale	.903	0.63**	-0.05	0.63**
Method Autonomy	.914			
Scheduling Autonomy	.774			
Criteria Autonomy	.839			

Notes. SPOQ = Scale of Perceived Overqualification, JCS = Job Crafting Scale, PCQ-12 = Psychology Capital Questionnaire.

To test the hypothesis of this research, hierarchical regression analysis was carried out using 5 models to determine the effect of each variable which can be seen in Table 3. In Model 1 (M1), all control variables were measured together to find out whether they had an impact on the research results. From the measurement results, it was found that gender, age, education, and job position did not have a significant effect, but it was found that length of time in a job position had a significant effect on job crafting, b = 0.15, $t(211)$ = 2.11, p < .05. However, overall, Model 1 was still found to have no significant simultaneous effect on Job Crafting, $F(5, 211)$ = 2.141, p = .62.

Table 3
Hierarchical Regression Analysis

Variables	M1 (t)	M2 (t)	M3 (t)	M4 (t)	M5 (t)
Gender	0.11 (0.16)	0.02 (0.28)	0.12 (0.17)	0.12 (0.21)	0.02 (0.42)
Age	-0.10 (-1.35)	-0.10 (-1.33)	-0.11 (-1.47)	-0.07 (-1.10)	-0.07 (-1.35)
Education	-0.10 (-1.58)	-0.11 (-1.64)	-0.10 (-1.49)	-0.06 (-1.04)	-0.04 (-0.73)
Tenure	0.15 (2.11*)	0.16 (2.16*)	0.16 (2.18*)	0.01 (0.07)	0.06 (1.10)
Job Position	0.06 (0.98)	0.08 (1.08)	0.04 (0.58)	-0.05 (-0.81)	-0.11 (-2.14*)
POQ		0.05 (0.67)	-1.14 (-3.6**)	-0.59 (-2.20*)	-0.40 (-1.66)
POQ Squared			1.21(3.83**)	0.64 (2.39*)	0.45 (1.86)
PSyCap				0.58 (9.95**)	0.32 (4.86**)
WA					0.43 (6.66**)
R^2	0.05	0.05	0.11	0.40	0.50
ΔR^2		0.01	0.06	0.29	0.10
F	2.141	1.855	3.790**	17.244**	23.441**

Notes. POQ = Perceived Overqualification, PsyCap = Psychology Capital, WA = Work Autonomy.
$^{*}p < .05$. $^{**}p < .01$.

Effect of Perceived Overqualification on Job Crafting in a Curvilinear Relationship

To test the first hypothesis regarding the non-linear relation of POQ on JC, researchers followed the procedure proposed by Lind and Mehlum (2010). In Model 2 (M2) of Table 3, it was found that the influence of POQ on JC in a linear relation was not significant, $b = 0.05$, $t(210) = 0.67$, $p = .503$, while influence of POQ Squared on JC showed by the Model 3 was found to be statistically significant, $b = 1.21$, $t(209) = 3.83$, $p < .01$) in a positive value which means that the relationship between the two variables is in the form of a U-curve. It was found that the relationship between POQ and JC was initially negative until it reached the inflection point (POQ = 25) and changed to positive as shown in Figure 2. These results indicated that the first hypothesis was not supported because the influence of POQ on JC was in the form of a U curve and not an inverted U.

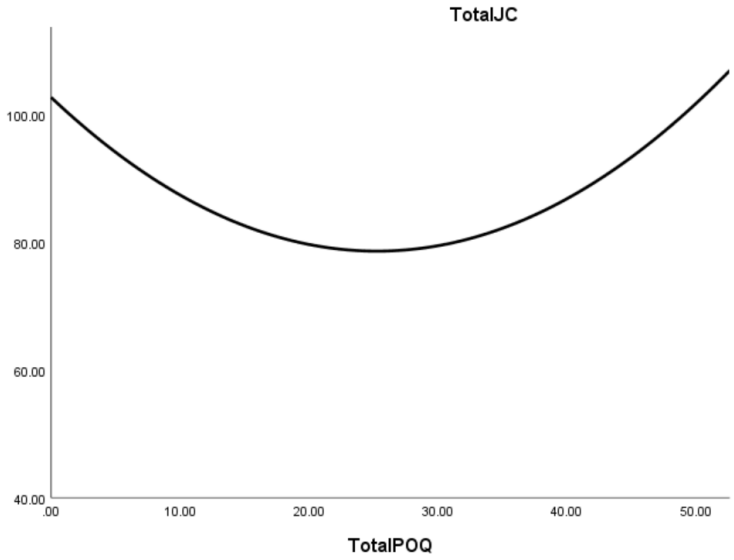

Figure 2. *U-Shaped relation between POQ and JC*

The results of this study showed that perceived overqualification had a significant effect on job crafting in the form of a U-shaped curvilinear relationship. This result explained that employees will tend to do more JC when at low and high POQ but will do less JC at moderate points. This result is inversely different from the research results from Woo (2020) which produced an inverted U-shaped curvilinear relationship. This result brings a new perspective on the relationship of POQ and JC which so far hadn't been found in any other research.

The result showed that employees will do more JC when POQ is low can be easily explained from the results of other studies such as those from Sesen and Ertan (2018), Wang et al. (2019), and Maynard et al. (2006) which showed that POQ will have a negative relationship with positive work behavior variables such as JC. These results are in line with the Person-Job Fit concept from Erdogan and Bauer (2009) that explained how employees can work optimally when working conditions are also optimal, in this case low POQ.

A more difficult result to explain is that of participant showing high JC when POQ is high. Several reasons that could be behind this result are explanations from Zhang et al. (2015) who explained that employees with high POQ will feel bored with their work because it is too easy but will easily complete their work and work more proactively. Sun and Qiu (2022) also produced similar research results where employees with high POQ will show higher innovative behavior. This result is in line with the concept of Person-Job Fit, namely that when an employee feels unfit,

in this case with a high POQ score, they will try to change various aspects of his work so that they can be more fit with their job.

Another reason that could be behind this is the current situation in Indonesia, which is experiencing a recession and experiencing many layoffs. This phenomenon may cause employees to prefer to stay in their current workplace and change aspects they don't like about their job instead even though they are experiencing a high POQ (CNN Indonesia, 2022; Tim Redaksi CNBC Indonesia, 2022).

Moderation Effect of Psychology Capital

To test the second hypothesis of moderation effect of psychology capital, the first step was to look at Model 4 in table 3 that shows psychology capital had a statistically significant effect on JC (b = 0.58, p < .01). Next, the researcher analyzed the interaction effect in Table 4 of psychology capital and POQ-squared and its impact on JC using Process Version 4.2 from Andrew Hayes in SPSS and found a statistically significant positive effect, $t(1,208) = 2.25$, $p < .05$, which explained that psychology capital had a significant moderating effect on the relationship between POQ and JC.

To verify this moderation effect further, the researchers then analyzed the moderation effect of psychology capital on participants with psychology capital value -1*SD*, average, and +1*SD*. The result showed that participant with below the average psychology capital, $t(1,208) = -1.25$, $p > .05$, and average psychology capital, $t(1,208) = 0.12$, $p > .05$, had an insignificant moderating effect. However, participants with above average psychology capital, $t(1,208) = 2.16$, $p < .05$, showed a statistically significant moderating effect on the U-shaped relation. It can be concluded that psychology capital has a moderating effect that strengthens the U-shaped curve of POQ and JC, but only in participants with high Psychology Capital.

Table 4

Moderating and Conditional Effects of Psychology Capital

Parameters	*t*
PsyCap x POQ	2.25*
+1 SD	2.16*
Mean	0.12
-1 SD	-1.25

Notes. PsyCap moderation between POQ and JC. POQ = Perceived Overqualification, PsyCap = Psychology Capital, JC = Job Crafting.
*$p < .05$.

The result of this research showed that Psychology Capital is proven to moderate the relationship between POQ and JC, but only when employees have high PsyCap. This means that employees with high PsyCap enhance the positive effect and reduce the negative effect of POQ on JC. This result explains something similar to Sesen and Ertan's (2018) research that showed employees with high PsyCap will be able to deal with negative situations such as POQ better than employees with low PsyCap, in a linear relationship and in a curvilinear relationship in this study. This is because traits in PsyCap are crucial in how employees deal with negative situations and keep their hope, resilience, self-efficacy, and optimism.

Moderation Effect of Work Autonomy

To test the third hypothesis of moderation effect of work autonomy, the same steps were carried out, namely, to look at Model 5 in Table 3 that shows work autonomy had a statistically significant effect on JC (b = 0.43, p < 0.01). Next, the researcher looked at the interaction effect of work autonomy and POQ squared and its impact on JC using Process V 4.2 from Andrew Hayes in SPSS and found that there was no statistically significant effect, $t(1,208) = 1.25$, $p > .05$, which explained that work autonomy does not have a moderation effect thus the hypothesis was not supported.

This result indicated that employees with autonomy at any level do not change the relationship of POQ and JC. This result can be explained by the collectivism culture in Indonesia. The research results from Wu et al. (2014) described that autonomy will only moderate the relationship between POQ and other positive variables in individualistic cultures and not collectivist cultures. This is explained as a phenomenon where employees in an individualistic work culture will value their autonomy more and take proactive action with their freedom compared to employees with a collectivist work culture which prioritizes harmony and teamwork.

Another reason that could nullify the moderating effect of work autonomy is that the characteristics of the participants taken are at the supervisory level and below so that their autonomy will be lower compared to the managerial level. This is illustrated in research by Roczniewska and Puchalska-Kaminska (2017) which found that managers will do more job crafting because they have higher autonomy than non-managers.

Implications and Limitations

There are several important implications from the results of this research. First, this research enriches our knowledge and understanding regarding the positive effects of perceived overqualification from previously only known negative effects. So far, only a few have researched the positive effects of perceived overqualification, such as Sun and Qiu (2022) who looked at the relationship linearly or Woo (2020) who found an inverted U-shaped relationship. This research obtained new results, namely that POQ will form a U-Shaped relation with positive work variables like Job Crafting. The result explained that employees will do more job crafting when they have low and high POQ. This implies that company shouldn't shy away from overqualified employees as they can prove to be more proactive due to their overqualification (Zhang et al., 2015)

Second, only a few existing studies so far aim to look at the curvilinear relationship for negative variables like Perceived Overqualification. This research is the first research to look at the moderating effect of two variables separately, namely psychology capital and work autonomy on the curvilinear relationship between POQ and JC. Researchers hope that this result can enable further research that examines the positive effects of variables that are known to have negative effects and looks for other variables that can strengthen the positive effects and reduce the negative impacts.

Third, it was found that employees with high psychological Capital will be better able to withstand negative situations such as Perceived Overqualification. What companies can implement to take advantage of these results is by providing psychological counseling to motivate and eliminate negative thoughts from employees to increase psychology capital (Sesen & Ertan, 2019). Another thing that can be done to increase psychology capital is to follow the advice of Luthans and Youssef-Morgans (2017) who developed technological media that can be used to increase employee's Psychology Capital.

The researcher also noticed several limitations during its process. First, this research used a cross-sectional survey data collection method so that the results obtained were not able to in-depth conclude causal relationships. Researchers suggest for future research to do longitudinal data collection and more in-depth data collection methods such as qualitative methods to obtain more conclusive data. Second, this research was unable to control other variables such as the company's line of business, region, and other participant factors such as age and work experience therefore this research was unable to take account of such variables.

Conclusion

The issue of recession and layoffs will always be popular issue, especially in developing countries like Indonesia, making research that investigate the impact and influencing factors very important. One of the impacts resulting from this issue is the fear and anxiety of employees losing their jobs thus many employees will try to stay in their current jobs even with suboptimal

working conditions. One such condition is that the job being unsuitable for the employee's characteristics, such as overqualification. Although it is important to know more about the negative impact of overqualification, the results of this study shows that there is also a positive impact of overqualification at certain levels, namely low and high level of perceived overqualification. The results of this research also show that employees' psychological capital will influence how they respond to negative situations at work and change the negative effect to be more positive.

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