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RESEARCH PAPER

Job satisfaction of educationally overqualified employees in selected Government offices in Kerala with special reference to Malappuram district

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ABSTRACT

Different employees may perceive the same job differently and it is those individual perceptions that determine whether or not an employee is satisfied with the job. Unemployed youths in Kerala are struggling to get Government jobs, even if the pay and status are low. This is because of the job security and promotion prospects. As a direct result of this, many overqualified employees could be found in various Government jobs in Kerala. The main thrust in the present study is to analyse job satisfaction among the overqualified employees in Government offices in Kerala. The questionnaire was framed so as to get the perception of the respondents to the six quality dimensions or constructs. The paper concluded that Minimum qualified employees had shown higher job satisfaction than over qualified employees.

KEY WORDS : Job satisfaction, Overqualified employees, Government offices

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