

# OVERQUALIFICATION AND UNDEREMPLOYMENT: ITALIAN VERSION OF THE SCALE OF PERCEIVED OVERQUALIFICATION (SPOQ-IT) IN THE NURSING

MARTINA BATINO<sup>a</sup>, JACOPO FIORINI<sup>b</sup>, SIMONA FRIGERIO<sup>c</sup>, ALESSANDRO SILI<sup>b</sup> & FRANCESCO ZAGHINI<sup>a</sup>

<sup>a</sup> Department of Biomedicine and Prevention, University of Rome Tor Vergata, Rome, Italy. <sup>b</sup> Nursing Department, University Hospital of Rome Tor Vergata, Rome, Italy,

<sup>c</sup> Nursing Department, University Hospital City of Science and Health, Turin, Italy

# INTRODUCTION



- **OVEREDUCATION OR OVERQUALIFICATION:** greater knowledge, skills, and abilities than those effectively required to carry out a jobs.
- In the healthcare context **the overqualification is an international and rapidly growing phenomenon.**
- **Overqualification can have various negative repercussions on individuals**, in terms of stress, the development of health disorders, and job satisfaction, **and on organizations**, in terms of higher rates of absenteeism, turnover and reduced performance and interpersonal conflicts.

Underemployment, job attitudes, and turnover intentions

Douglas C. Maynard , Todd Allen Joseph, Amanda M. Maynard

First published: 05 May 2006

<https://doi.org/10.1002/ajm.10000>

Overqualification and underemployment for nursing graduates in Australia: A retrospective observational study

Ian W Li <sup>1</sup>, Christine Duffield <sup>2</sup>, Gemma Doleman <sup>3</sup>

Affiliations

PMID: 36356547 DOI: 10.1016/j.jijnurstu.2022.104376

**Measuring Occupational Mismatch: Overeducation and Overskill in Europe—Evidence from PIAAC**

Sara Flisi<sup>1</sup> · Valentina Goglio<sup>1</sup> · Elena Claudia Meroni<sup>1</sup> ·  
Margarida Rodrigues<sup>2</sup> · Esperanza Vera-Toscano<sup>1</sup>

# OBJECTIVE

The translation and cultural adaption of the SPOQ to the Italian nursing context would allow the scientific community to :

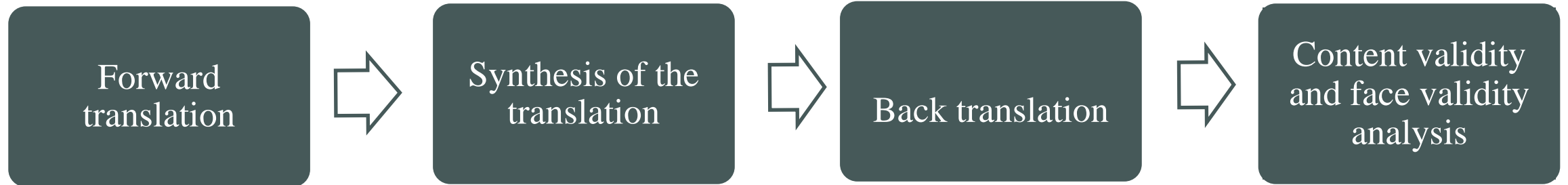
- measure and collect data on the construct in Italy;
- the data with that of other countries and existing literature;
- investigate differences in terms of the development and recognition of the nursing profession within the wider world of work.

**This study aims to validate the SPOQ, as the most commonly used instrument for exploring the construct of overqualification in nursing.**



# METHODS

PHASE 1



# METHODS

## PHASE 2



- **The SPOQ-IT was administered in paper form to a convenience sample of Italian nurses, working in 3 hospitals and 30 different wards, in 3 locations (Northern, Central, and Southern Italy).**
  - Inclusion criteria: Nurses direct clinical care of patients, shift workers, and others on fixed-term or permanent contracts were included.
  - Exclusion criteria: nursing coordinators and managers.
- **The time taken to complete the questionnaire containing the SPOQ-IT varied from 15 to 20 minutes.**
- **To guarantee the privacy and anonymity of participants, a box was set up in each ward so that the participants could anonymously drop off their completed questionnaires.**

# RESULTS

## PHASE 1



For the **face validity analysis**, 14 clinical nurses and researchers were enrolled, and declared that the **scale items were understandable, clear, and legible, but suggested slight modifications to two of the items** to improve their comprehensibility.

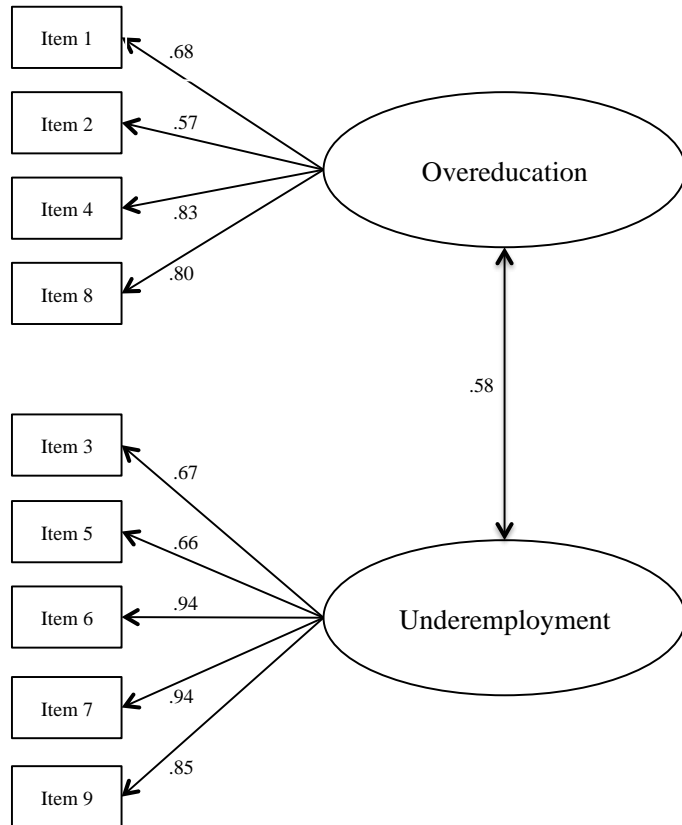
**Item 1** : *My job requires less education than I have*      ➔      *My job requires less training than I have*

**Item 7** : *My training level is higher than the level required by my job*      ➔      *My training level is higher than that required by my job*

The Italian version of the scale (SPOQ-IT) achieved a scale content validity index (**S-CVI**) of **0.87**. All items achieved an item content validity index (**I-CVI**) of  $\geq 0.78$

# RESULTS

## PHASE 2



The EFA, evaluated for 147 nurses, indicated that the 2-factor solution of the scale was the most satisfactory. **The dimensions identified in the analyses, regarding the content of the individual items composing them, were evaluated by the panel of experts, who decided to rename them as follows: overqualification**, as a term referring to the surplus of training (5 items), **and underemployment**, as a term referring to the underuse of skills (4 items).

# RESULTS

## PHASE 2

The reliability of the SPOQ-IT dimensions, measured using Cronbach's alpha, was found to be 0.92 for overqualification, and 0.82 for underemployment.

	Overqualification	Underemployment
AGE	-0,15*	-0,05
GENDER ( <i>1 male-2 female</i> )	-0,14*	-0,13*
QUALIFICATION LEVEL ( <i>1 = regional diploma; 2 = university diploma; 3 = Bachelor's degree</i> )	0,20**	0,01*
SENIORITY IN WORK YEARS	-0,19**	-0,01
DAILY WORK HOURS	0,02	0,06
WEEKLY OVERTIME HOURS	-0,06	0,01



# DISCUSSION

## TWO ASPECTS OF THE SAME PHENOMENON:

- **Overqualification dimension** investigates the level of training of nurses in their work context.
- **Underemployment dimension** investigates the skills and experience effectively required to carry out the nurses' work.



There are no well-defined and pre-established clinical career paths **in Italy**, and so **professionals** who have gained training, **can not use the actual skills they possess**, or, **if their skills are used**, may **perceive themselves to be underpaid** for possessing those skills, and **consequently feel underemployed**



## LIMITATION:

- convenience sample
- self-report instrument



# CONCLUSION



- **This study culturally adapted and validated an instrument for measuring the overqualification of nurses in Italy.**
- **The SPOQ-IT proved to be a valid, reliable instrument, with excellent psychometric properties, and therefore represents an added value for the scientific community, as it allows us to investigate the two highly impactful and topical constructs of overqualification and underemployment in Italian nurses.**
- **Governing the overeducation should be a priority of healthcare and nursing manager and avoid that their followers acquired new skills, competencies, and knowledge that are not useful or applied in clinical practice.**

# THANKS FOR YOUR ATTENTION!

[martinabatino@gmail.com](mailto:martinabatino@gmail.com)

LinkedIn: Martina Batino

