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Perceived Overqualification and Job Acceptance Intentions among
Young Adults in Sweden

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Abstract

The study investigates perceived overqualification and its effect on recent graduates' job acceptance intentions. Due to the increased proportion of highly educated workforce in Sweden and the low employment chances in the current labour market, there is a major necessity for scientific investigation. Acceptance intentions to a poorly matched job offer were examined and associated with perceived overqualification, personality characteristics and demographic elements. A total number of 203 people completed the online study. The participants were recent graduates from higher educational institutions in Sweden, currently in search of work, with age range between 18-35 years and mixed nationality background. Regression analysis indicated Perceived Overqualification, Sex, Nationality and Career Goals as significant predictors for applicants' acceptance intentions for the ill-matched job offer, whereas personality characteristics were not significant. The findings corresponded to previous research, and enriched scientific knowledge in job acceptance decisions and subjective overqualification.

Keywords: Overqualification, Unemployment, Acceptance intentions, Labour market, Job descriptions, Personality characteristics

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Sweden is one of the strongest economies in Europe according to Eurostat (Annual national accounts, n.d) and constitutes a popular destination amongst immigrants. Expatriates move to Sweden aiming to find work or to acquire higher education and upon graduate engage in job search. During autumn semester of 2014, in total 364.571 individuals were educated in Sweden's higher education system (Universitetskanslersämbetet, 2014). The increase in highly educated individuals nationwide during the last years generated a massive well-educated workforce, which is not easily absorbed by the available job openings. Official Eurostat data (Unemployment Statistics, n.d.) indicated that recent unemployment rate in Sweden was 22% for young adults under 25 years in December 2014 and 6% for the general population (age group 25-74). So, unemployment is an existent problem in Sweden, especially for youth. Going through the higher education system creates high expectations regarding the status and prestige of the job one expects to hold (Rose, 2005). Additionally, Feldman's work (2011) demonstrates that among overqualified individuals, job search is driven by a need to find employment which utilizes their skills best. So, it is examined whether high perceived overqualification leads individuals to voluntarily engage in unemployment due to low acceptance intentions for less than perfectly-matched jobs and thus, this situation partly justifies the existent unemployment rates.

The aim of the present study is to investigate how Perceived Overqualification (POQ) mainly and stable personality characteristics in the second place, influence applicants' job acceptance intentions. In particular, the research intends to clarify if feelings of overqualification influence individuals' decision to prolong unemployment status by rejecting a job offer or not. Overqualification is a common experience. Roughly one quarter of U.S. and European workers are overqualified or feel overqualified for their current positions (Cable & Hendey, 2009/2010; McGuinness, 2006). Hence this area of research has broad applicability on employees' and applicants' population. Several stable personality traits, such as self-esteem, job search self-efficacy, locus of control and narcissism have been repeatedly associated with job search activities and employment decision making (LaHuis, 2005; Maynard, Brondolo, Connelly, & Sauer, 2015; Saks & Ashforth, 1997). Thus, the aforementioned personality characteristics should contribute significantly to the prediction of job acceptance intentions and are therefore included in the present study. In addition, it

should be noted that the personality traits included in this study are distinct and shall not be associated with the Big Five personality traits as identified by Costa and McCrae (1992).

Many studies to date have focused on unemployment and its consequences for psychological and mental health (Strandh, Winefield, Nilsson & Hammarström, 2014), physiological health (Hammarström, 1994), life satisfaction (Cassidy, 2001), stigmatization (Frauker & Blomsterberg, 2003) and levels of self-esteem (Hesketh, 1984). On the other hand, research on work-related overqualification has predominantly focused on its effects on job satisfaction (Feldman, 2011), its effects on employees' productivity and ways to increase one's performance when being overqualified for the particular job (Erdogan & Bauer, 2009; Erdogan, Bauer, Peir'o & Truxillo, 2011). No study to date though has investigated the relationship between perceived overqualification and unemployment through the lens of job acceptance intentions.

Because the unemployed population consists of new entrants, job losers and employed individuals who simultaneously search for another job (Boswell, Zimmerman & Swider, 2012), it should be highlighted that only new entrants are included in this study. New entrants are targeted because feelings of overqualification are relatively stable for five years after graduation (Frenette, 2004) and this enables the study's ability to better captivate overqualification outcomes. As research shows, recent graduates tend to be usually occupied in jobs for which they are over-educated for the next one to seven years after graduation (Allen & Van der Velden, 2001; Chevalier & Lindley, 2009) and thus make the investigation of job acceptance intentions important. For both natives and immigrants it has been evident that over-education is more common among recent entrants in the labour market (Chiswick & Miller, 2009).

In the following section, the definition of overqualification will be discussed and relevant literature will be presented. Also, the personality characteristics and later on the demographic variables regarded as supplementary predictive elements of job acceptance intentions will be illustrated.

Overqualification

Overqualification has been subjected to various definitions. One distinction concerns apparent and emergent overqualification (Erdogan et al., 2011). Apparent overqualification emerges during the hiring process, whereas the emergent one refers to overqualification realization after one is already hired (pre-entry vs. post-entry overqualification). The present study investigates overqualification during the hiring process which is just apparent

overqualification. An additional discrimination exists between objective and perceived overqualification (POQ). Although distinct, they tend to be overlapping constructs (Maltarich, Reily & Nyberg, 2011). Overqualification has been defined as surplus education, experience, knowledge, skills, and abilities relative to the requirements of one's job (Maynard, Joseph & Maynard, 2006). It has also been defined as the acquired educational level which exceeds the required for the job level (Hartog, 2000). Perceived overqualification on the other hand, is regarded as employees' perceptions of whether they possess more than the required job qualifications (Erdogan et al., 2011). It shall be highlighted that POQ includes both the feelings and cognitive interpretation regarding the utilization of one's skills and knowledge at work (Johnson & Johnson, 1995).

The variety in terminology resulted in inconsistent and interchangeable use of terms in the literature, such as "over-education", "overqualification", "underemployment" and "skills underutilization". Thereafter, overqualification ended up referring to being overeducated, over-skilled, over-experienced or over-intelligent, among many others (Erdogan et al., 2011).

Luksyte and Spitzmueller (2011) noted that some employees with high POQ may consider themselves as overqualified, despite the actual abilities or knowledge they possess and they may actually be well matched to the job requirements. Therefore, perceived overqualification is the focus in this study and especially how the perceived "qualification-job demands" discrepancy influences applicants' acceptance intentions. Thus, the definition given by Erdogan and his colleagues (2011) will be adopted, as individuals' perceptions are of importance here, despite the actual overqualification level one may hold. The notion of over-education though is also primary in this study due to the focus on first full-time job seekers, and thus it's embedded in the broader definition of overqualification. As mentioned above, the paper focuses only on new entrants in the labour market and although recent graduates usually do not possess prior working experience or extra-educational skills, it is rather unfair to preclude that all recent graduates lack experience or have not acquired extra skills outside their institutional education. Consequently, overqualification is preferred as a term instead of over-education. The research aims to fully captivate any potential sources of perceived overqualification, with primary concern for the applicants' educational level.

Higher education trains individuals for their future occupation and generates specific job-related expectancies (Goyette & Mullen, 2006). Self-processing meta-theory postulates that perceptions of one's self influence job attraction and this attraction consequently shapes acceptance intentions (Kristof, 1996). Because perceived overqualification comprises a way

individuals perceive themselves, it is thus expected that POQ could predict job acceptance intentions. On the other hand, highly educated job-seekers who are offered a relatively unskilled for their qualifications job, confront an opportunity cost if they accept the offer by facing the risk of committing to a poorly matched job and losing the opportunity for getting better job offers in the future (Dolado, Jansen & Jimeno, 2009). This fact reinforces the salience that acceptance intentions and subsequently actual job acceptance decisions have on applicants' future professional career.

Personality Characteristics

Apart from perceived overqualification, personality characteristics may influence applicants' career decisions as well. Few studies to date have focused on personality traits in relation to job offers and acceptance intentions (Ehrhart & Ziegert, 2005; McGee, 2015), but yet no study has examined all of them simultaneously. This section presents four personality characteristics, assumed to associate with each other and contribute to applicants' acceptance intentions.

The first characteristic proven to be strongly related to job-pursuit intentions is self-efficacy (LaHuis, 2005). Self-efficacy related to job search activities is conceptualized as the feeling of confidence one is able to exhibit while performing job-search activities (Wanberg, Kanfer & Rotundo, 1999). Solberg, Good and Nord (1994) defined job search self-efficacy as an individual's efficacy expectations regarding their ability to perform important activities associated with career search and selection. Importantly, job search self-efficacy has been pointed out as a significant predictor of vocational indecision; people with lower levels of confidence in their capacity to accomplish specific activities necessary for career decision-making exhibit higher levels of vocational indecision (Taylor & Popma, 1990). Individuals who score low on self-efficacy are expected to exhibit higher levels of acceptance intentions, due to their mistrust in their ability to achieve a better job offer.

Individuals with high scores on both self-esteem and self-efficacy are more likely to persist on difficult tasks they deem of great value (Kanfer, 1990). Additionally, consistency theory (Korman, 1966) suggests that people with high self-esteem make job choices that fit their highly valued personal image and they feel more attracted by jobs with higher status and standards that are perceived to fulfill better their needs, in comparison to lower status employment positions (Saks & Ashforth, 1997). Accordingly, self-esteem appears to be influential for applicants' career decisions and it is speculated that those who score high on self-esteem will show higher rejection rates for a poorly matched job offer.

Locus of control has been identified as antecedent of job-search behaviours as well. One could suggest that locus of control plays an essential role in the prediction of acceptance intentions due to its proven relation to job-pursuit intentions in the study of LaHuis (2005). Individuals with external locus of control attribute their job-search success in unstable situational factors, whilst individuals with internal locus of control attribute job-search success in personal ability (Hesketh, 1984). Based on this fact, applicants with external locus of control are expected to accept more easily a job offer even if the job does not fully satisfy their needs, since they most likely credit the job offer to environmental factors such as luck rather than in their personal abilities. Conversely, internal job seekers search more intensely for jobs and thus receive in total more job offers (McGee, 2015). Because they set high expectations, though, internal applicants also seem to reject more job offers. Subsequently, it is hypothesised that locus of control will be associated with job search self-efficacy.

The concluding element presumed to conduce to acceptance intentions prediction is narcissism. Narcissism is measured in a continuum from low narcissism to high narcissism and is regarded as a rather stable personality characteristic. Previous research has demonstrated that narcissistic individuals have an inflated view of themselves and an unrealistic high belief about their abilities (Judge, LePine & Rich, 2006). Narcissism is correlated positively with self-esteem (John & Robins, 1994) and has also been linked to POQ (Maynard et al., 2015). Feldman (2011) has argued that narcissists may feel the sting of underemployment more keenly than others in the face of the positive self-perceptions they hold. Therefore, it is hypothesised that among overqualified applicants, those who exhibit high narcissism will experience particularly strong dissatisfaction with a lower status job and thus they are more likely to reject the job offer. Remarkably, the study intends to identify only healthy narcissists, those people with an inflated self-view in contrast with the mean. An unhealthy narcissist on the other hand, is a person who holds a fragile sense of self with extreme ambition to feel accepted and admired by others (Rice & Dellwo, 2002). People on this extreme are associated with narcissistic personality disorder and are out of this paper's scope.

Overall, according to motivational theory based on self-evaluation, everyone is highly motivated to preserve one's self-perception and also others' perceptions about them through behaviour which is consistent with their beliefs for themselves (Leonard & Harvey, 2008). So, a person who perceives oneself as overqualified, or scores highly on self-esteem, job-search self-efficacy or narcissism is not expected to accept a job offer with lower standards than what one considers as appropriate match.

Remarkable Factors

A number of other remarkable factors have emerged, due to the complexity of the process leading in job acceptance intentions. Demographic variables play an important role among other elements that influence career decisions and employment commitment (Behtoui, 2004). Particularly age has been presented as potential antecedent of underemployment (Ruiz-Quintanilla & Claes, 1996). Age is moreover found to be positively associated with job attitudes (Ng & Feldman, 2010) and these attitudes are subsequently associated with specific behavioural responses (Kim & Hunter, 1993). In general, more favourable attitudes are followed by more positive responses. Young adults are more likely to perceive that they have plenty of opportunities in the years ahead and plenty of time to pursue them in contrast with older adults (Fung, Lai & Ng, 2001) and they are more likely to monitor external labour market to identify better job opportunities (Benson, Finegold & Mohrman, 2004). So, younger people are expected to reject a lower status job offer, due to possible better career opportunities that they foresee in the future. Conversely, relatively older individuals who perceive their time as more valuable and restricted would be expected to accept an immediate but maybe poorly matched job offer.

Gender and nationality are also important factors influencing career decisions. Women and racial minorities as groups of applicants face more difficulty entering prestigious occupations and overcoming barriers to getting promoted (Powell, Butterfield, & Parent, 2002). Both gender and race have also been associated with underemployment (Büchel & Battu, 2003) and they have been pointed out as moderators between applicant attraction to an organization and final job choice (Chapman, Uggerslev, Carroll, Piasentin & Jones, 2005). Supporting this argument, Jackson, Gardner and Sullivan (1992) found that women had lower career expectations about their salary than men. Because of their traditionally disadvantaged positions, women and national minorities might also have lower expectations for their employment potentials in general. Especially members of visible minorities tend to suffer greatest repercussions of discrimination (Yoshida & Smith, 2005). The employment of skilled immigrants in unskilled jobs is known variously as “talent waste”, “brain waste” or “brain abuse” and “downward occupational mobility” (Liversage, 2009). Another potential source of discrimination for expatriates working in their host country is that foreign qualifications and foreign work experience are often devalued and rejected (Zikic, Bonache & Cerdin, 2010). So, nationality and gender are expected to influence acceptance intentions.

An additional factor influencing decision making is unemployment benefits. Research supports that receipt of unemployment insurance by job seekers is a disincentive for fast

employment (Kelly, McGuinness & O'Connell, 2012). Pollmann-Schult and Büchel (2005) support in their study that non-recipients of unemployment benefits (i.e. financial support), tend to stay unemployed for shorter periods of time and often tend to find themselves over-educated when they enter labour market. The latter can be justified by the lack of unemployment benefits which causes a bigger urge to find a job as soon as possible, regardless of its quality. Consequently, unemployment benefits in form of financial support are expected to associate with acceptance intentions.

Marital status is expected to have some impact upon acceptance intentions as well. Single individuals in contrast with married or cohabiting ones seem to be more eager to exit unemployment (Kelly, McGuinness & O'Connell, 2012), and thus are expected to show higher acceptance intention rates. A possible explanation for that is the fact that single people are entitled to fewer benefits than their paired counterparts, when they are unemployed. Especially for non-native population, marital status may play a role in accepting a job offer for a rather unskilled work (Beckhusen, Florax, Poot & Waldorf, 2013). This could be resulting from possible cultural obligations in correspondence to family formation.

Over and above the aforementioned components of decision making, future career goals and length of unemployment also have an impact on career decisions. The longer individuals are unemployed, the more likely they are to invoke the principles of consistency and distinctiveness (Kelley, 1973) and supply internal reasons as the explanation for their condition. So, the longer unemployment length, the more internal causal explanations individuals generate and this is psychologically obnoxious. In accordance, to avoid the painful feeling, they are expected to accept the job offer, even though it may not be of high standards. Furthermore, college graduates are likely to evaluate their job offers in terms of fit with their career goals, whereas students who have not yet completed college may not necessarily view overqualification as problematic, because their careers have not yet started in earnest. So, if the job offer is in line with future goals, the person will accept it more happily (Maynard & Parfyonova, 2013).

Hypotheses

In line with the literature illustrated in the introduction, the study's hypotheses are presented in this section.

Hypothesis 1: High perceived overqualification is associated with lower acceptance intentions.

Motivational theory postulates that individuals act accordingly to the value they assign to themselves through continuous self-evaluations (Leonard & Harvey, 2008). So, people that perceive themselves as overqualified for a specific position are expected to exhibit lower acceptance intentions.

Hypothesis 2: The higher one scores on job search self-efficacy, self-esteem, locus of control and narcissism, the higher the likelihood to reject a lower-status job offer.

Job search self-efficacy, self-esteem, locus of control and narcissism have been occasionally associated with career indecision, work activities and acceptance intentions (Ehrhart & Ziegert, 2005; LaHuis, 2005). Hence, it is believed that the aforementioned personality characteristics supplement the prediction for applicants' acceptance intentions.

Hypothesis 3: Age, gender, nationality, receipt of insurance, marital status and career goals contribute to the prediction of applicants' acceptance intentions.

Gender, nationality, receipt of financial insurance, age, marital status and future career goals have been identified as motor forces for active job search and have also been associated with high levels of underemployment after one has been hired (Kelly et al., 2012; Pollmann-Schult & Büchel, 2005). Consequently, all the aforementioned variables are possible predictors of acceptance intentions as well.

Hypothesis 4: Non-Europeans, women and people having career goals in line with the job offer are expected to exhibit higher acceptance intentions.

Discriminations in the workplace, especially between non-Western immigrants and native Swedes (Åslund & Skans, 2010), as well as between the two sexes (Seierstad & Healy, 2012) can affect individuals' reply to job offers. The same applies to career goals as they are used as lenses through which recent graduates evaluate their job offers (Maynard & Parfyonova, 2013). So, it is hypothesised that there are group differences based on gender, nationality and career goals regarding acceptance intentions.

Hypothesis 5a: Internal locus of control is associated with higher search self-efficacy.

People characterized by internal locus of control persist more on job search activities, and this results in a heightened number of job offers (McGee, 2015) that logically leads to a heightened sense of job search self-efficacy. So, one could expect that locus of control relates to job search self-efficacy.

Hypothesis 5b: Internal locus of control is associated with greater unemployment length.

On the other hand, the longer the unemployment length, the more internal causal explanations individuals generate for this situation (Kelley, 1973). So, it can be presumed that the longer the unemployment length, the more internal locus of control is empowered.

Hypothesis 6: The longer the unemployment length people have experienced to the date of the study, the more possible they are to accept the job offer.

This final hypothesis has its source in the negative feelings generated by long unemployment periods (Kelley, 1973). Once the person starts generating negative self-evaluations due to unemployment length, will endeavour to escape the situation, presumably by accepting a lower status job offer.

Method

Participants

In total 203 individuals completed the study, but due to several missing values concentrated in one case, this one was removed from the dataset, so that the complete dataset consisted of 202 participants ($M_{age} = 24.5$ years, age range: 18-35 years). The study included 126 females and 76 males, all individuals were residents of Sweden and represented diverse nationalities. More specific, 41% were Swedes ($F = 83$), 43% were Europeans ($F = 87$) and 16% were non-Europeans ($F = 32$). Diverse study fields were represented in the sample with 55% of the tested population studying within Social Sciences, 27% in Natural Sciences and 18% in Mathematical and Technology Science.

Research Design

A between-subjects design was implemented, where participants completed self-report measurements in the form of a unified continuous questionnaire comprised from closed-ended questions. Five independent variables were measured in total (i.e. POQ, self-esteem, locus of control, work search self-efficacy, narcissism). Especially for the needs of the study, seven simulations of job advertisements were produced. There was no manipulation included in the design, but participants were taking part in the study voluntarily in response to online survey posts distributed via social media such as facebook groups and via the subject pool by the Psychology department of Lund University.

Materials

The dependent variable was measured with a single item and denoted participants' job acceptance intentions according to the job descriptions they had read. They were asked "Hypothesise the particular job has been offered to you. Would you accept the position?" and they could reply to the question with a yes/no option.

The participants also had the option to complete the survey in English or Swedish. The majority of the questionnaires were already available in both languages. Perceived Overqualification Scale (Maynard et al., 2006) was exceptionally not found in Swedish and therefore it was translated into Swedish and then back-translated in English by two persons with academic background, native Swedish speakers, to confirm the match between the two versions and avoid misconceptions. The same strategy was followed for all job descriptions (see Appendices A and B). The purpose was to include both native and non-native population in the study since there has been a lot of discussion about the prevalence of over-education between these two groups with controversial results (Beckhusen et al., 2013).

Search for Work Self-Efficacy Scale (SWSES). The scale was introduced by Avallone, Pepe and Porcelli (as cited in Pepe, Farnese, Avalone & Vecchione, 2010) and consists of 12 items. Search for Work Self-Efficacy Scale examines one's perceptions about one's own capability of implementing and achieving various tasks when searching for job. Participants were asked to evaluate their capacity to perform each action on a 5-point Likert scale ranging from one (*Not well at all*) to five (*Very well*). The Cronbach's Alpha coefficients for the scale indicated acceptable reliability ($\alpha = .78$). An example item is "Thinking about the different activities that can be done when looking for a job, how well can you look for information that you will need?".

Rosenberg's Self-esteem Scale. Self-esteem measurement is based upon a reflective evaluation of the self, motivated by perceptions about several personal characteristics (McLellan, 2000). The particular scale was developed by Rosenberg (1965), consists of 10 questions and captures global attitudes about oneself. Five of the items are positively worded and five negatively worded, with the last ones receiving reversed scoring. This assessment receives responses on a 4-point Likert scale format ranging from "*strongly agree*" to "*strongly disagree*". Cronbach's alpha was acceptable ($\alpha = .79$). Example items are "I feel that I have a number of good qualities" and "I feel I do not have much to be proud of".

Work Locus of Control Scale (WLCS). The 16-item Work Locus of Control Scale (Spector, 1988) was used as an alternative to the 29-item Locus of Control Scale developed by Rotter (1966), aiming to assess control beliefs in the workplace, instead of life events in

general. WLCS is a domain specific locus of control scale that correlates about .50 to .55 with general Locus of Control Scale. The response format is a 6-point Likert scale, ranging from one, “*disagree very much*” to six, “*agree very much*”. Eight of the items are negatively worded and thus are reverse scored. Total score is computed as the sum of all items and ranges from 16 to 96. High scores on the scale indicate external locus of control and low scores indicate internal locus of control. A dichotomous variable (external vs. internal) was computed according to the participants’ scores. Whereas individuals with an internal locus of control believe that events in life happen primarily due to their own actions, individuals with an external locus of control believe that events are out of their control. The reliability of the scale was highly acceptable ($\alpha = .80$). Test-retest reliability for a year was reported as .57 by Bond and Bunce (2003) and .60 by Moyle (1995).

Narcissistic Personality Inventory (NPI). A shorter version of the original Narcissistic Personality Inventory (Raskin & Hall, 1979), namely NPI-16, developed by Ames, Rose and Anderson (2006) was used in this study. NPI-16 is a measure of narcissism as a personality trait applicable in non-clinical population and it was preferred over other narcissism inventories due to its short length and its properties. The particular scale includes items that tap self-enhancement (e.g. “I am more capable than other people”) and entitlement (e.g. “I like having authority over people”). NPI-16 was validated by Ames, Rose and Anderson (2006) in five separate studies and all results supported high validity of the scale and strongly significant correlation with NPI-40 ($r = .90, p < .001$). According to NPI-16’s design, items are evenly distributed across components of the initial 40-item scale. Cronbach’s alpha for the population tested was .65. Overall, Ames and his colleagues postulate that NPI-16 is a valid measure and more practical in situations that demand parsimony in time, such as an online questionnaire demands.

Scale of Perceived Overqualification (SPOQ). Perceived overqualification was measured using Maynard et al.’s (2006) nine-item Scale of Perceived Overqualification (SPOQ), which utilises a 7-point Likert scale, ranging from one, “*totally disagree*” to seven, “*totally agree*”. Participants rated the extent to which they feel that they possess surplus education, experience, or KSAs relative to the requirements for the position (e.g. “My education level is above the education level required by this job”). The reliability coefficient of the particular scale was as high as .85, denoting high reliability of the scale.

Job descriptions. In order to create job advertisements that approximate reality, an extensive search through the online job-search platform “Jobsafari.se” was performed. As a result, a total of seven job descriptions were created. The amount of information included in

advertisements for jobs has been found to influence applicants' acceptance intentions (Gatewood, Gowan & Lauthenschlager, 1993). Therefore, the job descriptions followed the same structure and included approximately the same amount of information. One description was general, presenting a mere job which requires basic educational attainment (a Bachelor degree in any education field), and which a relatively unskilled person could perform. This job description represented a new form of employment that previously required restricted number of skills and almost no education, namely the non-graduate jobs (Elias & Purcell, 2004). As Åberg (2003) presented in her work, jobs with low educational demands may have decreased over the past two decades in the labour market, but they still share a respectful percentage of the total available jobs. The remaining descriptions also included basic educational requirements (a Bachelor degree) but each one was directed towards specific educational fields. The fields for which job descriptions were created are Social Sciences, Natural Sciences (e.g. Chemistry) and Mathematical and Technology Sciences (e.g. Mathematics and Information Systems). Additionally, the type of job and salary was mentioned in every description (i.e. Full-time job. Type of payment: Monthly salary) denoting the stability of the job. In order to eliminate factors that usually influence an applicants' acceptance intentions, the companies' names were not revealed. That aimed in restricting any environmental influences on the perception of organizational environment within the companies, and thus the weakening of the influential factors as described by Environment Processing Meta-theory (Ehrhart & Ziegert, 2005). All descriptions are available in Appendix B in both languages of instruction.

Procedure

The study's questionnaire was created through the online research tool "Smartsurvey.co.uk" and it was posted online accompanied by a short passage describing the eligibility criteria. There were two prerequisites for someone to be eligible for participation. First, the individuals should have acquired at least a Master's degree education in Sweden and they also had to be unemployed and actively searching for a job this period. The participants had to read the participation form and denote their voluntary agreement for participation. First, they were asked to complete four personality measurements and afterwards were directed to a job advertisement simulation, matched to their educational field. In sequence, they had to denote their acceptance intention based on the job description. Acceptance intention measurement denotes how likely the participant accepts a job offer presumably that it is present. Most of the studies assess acceptance intentions with a single

item such as “How likely is it for you to accept a job offer from this company?” (Chapman et al., 2005). Following the job description, the participants were asked to complete the Perceived Overqualification Scale along with some demographic data.

Results

The study focused on the ability of POQ primarily, personality characteristics in the second instance and lastly demographic variables to predict acceptance intentions. For that reason, a three-step binary logistic regression was performed, due to the dichotomous nature of the dependent variable. The dataset was checked for univariate and multivariate outliers prior to statistical analysis and it was not submitted to any modifications since outliers were not detected.

POQ as predictor of acceptance intentions

Perceived overqualification was solely included in the first step of the regression and the model was significant ($\chi^2(1, N = 202) = 6.45, p = .011$). POQ had an odds ratio of 0.96, which is less than 1, indicating that the probability for someone to accept a job offer decreases by 0.96 times as POQ increases, controlling for all other factors. So, the first hypothesis indicating POQ as predictor of acceptance intentions was supported.

Personality traits as predictors of job acceptance

In the second step, the four personality scores were added to the model (NPI, Locus of Control, Search Self-Efficacy, Self-Esteem), but the model in total was insignificant ($\chi^2(5, N = 202) = 8.59, p = .123$). What is important to mention though, is that POQ alone remained a significant predictor of acceptance intentions according to the Wald criterion of 6.18 ($B = -.04, p = .013$). So, the second hypothesis was not supported.

Control variables as predictors of acceptance intentions

In the last step of the regression, demographic variables were also added to the model. The final model as seen in Table 1 included 11 independent variables (Self-Esteem, POQ, Locus of Control, Narcissism, Self-Efficacy, Gender, Age, Marital Status, Career Goals, Nationality and Receipt of Insurance) and it was statistically significant ($\chi^2(11, N = 202) = 44.52, p < .001$), indicating that the model was able to distinguish between respondents who accepted and rejected the job offer. The regression model's effect size was calculated with pseudo R^2 (Tabachnick & Fidell, 2006) showing an acceptable value, McFadden's $\rho^2 = [1 - LL(B)/LL(0)] = 1 - 0.83 = 0.17$ (Maddala, 1983). The model as a whole explained between

20% and 27% of the variance in acceptance intentions, and correctly classified 75% of the cases. Only three of the independent variables, namely Gender, Nationality and Career Goals made a unique statistically significant contribution to the model, also supported from the Wald test estimates. The strongest predictor was Career Goals, recording an odds ratio of 9.18. This indicates that respondents whose career goals were in line with the job offered were over 9 times more likely to accept the position than those whose career goals were different, controlling for all other factors. Gender recorded an odds ratio of 0.41, which indicated a negative relation with acceptance intentions and Nationality recorded an odds ratio of 1.82. So, support was found for the third hypothesis which stated that demographic variables contribute to the prediction of acceptance intentions.

Table 1
Logistic Regression predicting Acceptance Intentions.

		B	S.E.	Wald	Sig.	Exp(B)	95% C.I. for Exp(B)	
							Lower	Upper
Step 1 ^a	POQ	.003	.01	.03	.863	1.03	.96	1.04
Step 2 ^b	Self Esteem	.01	.03	.23	.628	1.01	.95	1.08
	Locus	-.006	.01	.12	.727	.99	.95	1.02
	Search Efficacy	.01	.03	.18	.668	1.01	.57	2.37
	NPI	-.05	.05	.84	.357	.94	.84	1.06
Step 3 ^c	Age	-.03	.33	.01	.918	.96	.50	1.86
	Gender	-.87	.34	6.50	.011	.41	.21	.81
	Insurance	.43	.35	1.50	.219	1.53	.77	3.06
	Nationality	.60	.24	5.85	.016	1.82	1.12	2.96
	Marital Status	.03	.32	.014	.904	1.04	.54	1.97
	Career Goals	2.21	.56	15.62	.000	9.18	3.05	27.58
	Constant	-.68	2.06	.11	.739	.50		

a. Variable entered on step 1: POQ.

b. Variables entered on step 2: Self Esteem, Locus, Search Efficacy, NPI.

c. Variables entered on step 3: Age, Gender, Insurance, Nationality, Marital Status, Career Goals.

To note is that when demographic variables were included in the equation in step 3, POQ stopped being a significant predictor for acceptance intentions. To further investigate why this is the case, multicollinearity diagnostics were performed. Although there was no multicollinearity problem, the correlation matrix generated as part of the regression output, demonstrated somewhat high correlation between POQ and Acceptance Intentions. Therefore, non-parametric correlation analysis was conducted separately for males and females. It was found that for males there is a medium, negative association between acceptance intentions and POQ (Spearman's rho $\rho = -.31$, $N = 202$, $p = .006$), whilst there is no significant relationship between the two variables for the female population (Spearman's

rho $\rho = -.08, p = .327$). This being said, POQ seems to influence acceptance intentions for the male population, but not for the female population. Although this was not formed in the hypotheses, it explains the change in significance for POQ when Gender was introduced in the equation.

Gender, Nationality and Career Goals effect on acceptance intentions

In order to examine the associations between Gender, Career goals and Nationality with Acceptance Intentions, Chi-square tests of independence were performed. All three Chi-square tests of independence yielded significant associations; Gender and Acceptance Intentions were significantly associated ($\chi^2 (1, N = 202) = 8.51, p = .004, \phi = -.21$). In particular, it was estimated that 43% of the total population that accepted the job offer were females in contrast to the 17% who were males, indicating that women are more prone to accept the job offer (Table 2). Moreover, Career Goals and Acceptance Intentions ($\chi^2 (1, N = 202) = 20.02, p < .001, \phi = .32$) indicated interesting and unexpected results. Within applicants who intended to accept the job offer, fewer denoted that the job was in line with their career goals (36%), in contrast to the majority that accepted the job despite the fact that it was not in accordance to their career goals (64%) (Table 3). Nationality and Acceptance Intentions were also associated ($\chi^2 (2, N = 202) = 7.50, p = .023, \phi = .19$). There was no special difference observed between Europeans and Swedes, both were equally eager to accept the job offer (51% and 63% respectively), but noticeably the majority of Non-Europeans reported acceptance of the job offered (78%) (Table 4). Career goals showed a medium effect size, whereas nationality and gender had just a small effect size.

Table 2
Acceptance Intentions by Gender.

		Gender		
		Female	Male	Total
Acceptance Intentions	No	40	40	80
	Yes	87	35	122
Total		127	75	202

Table 3
Acceptance intentions by Career Goals.

		Career goals		
		No	Yes	Total
Acceptance Intentions	No	75	6	81
	Yes	77	44	121
Total		152	50	202

Table 4
Acceptance intentions by Nationality.

		Nationality			Total
		Europeans	Swedes	Non-Europeans	
Acceptance Intentions	No	43	31	7	81
	Yes	44	52	25	121
Total		87	83	32	202

Locus of Control related to Job Search Self-Efficacy

Hypothesis 5a suggested that internal locus of control would be related to higher self-efficacy. The hypothesis was investigated using Pearson correlation coefficients. Preliminary analysis ensured no violation of the assumptions of normality, linearity and homoscedasticity. There was a small, negative correlation between locus and search self-efficacy, $r = -.22$, $N = 202$, $p < .001$, with lower levels of locus of control (internal locus) associated with higher levels of self-efficacy. Consequently, hypothesis 5a was confirmed.

Locus of Control related to Unemployment length

Moreover, it was expected that internal locus of control would be associated with unemployment length (Hypothesis 5b). Again preliminary analysis ensured maintenance of the assumptions of normality, linearity and homoscedasticity. A small positive correlation between locus of control and unemployment length, $r = .19$, $N = 202$, $p < .05$ was found, with high levels of locus of control associated with longer periods of unemployment, and did not provide support to the particular hypothesis.

Unemployment length in relation to Acceptance Intentions

The final hypothesis regarding unemployment length, which was expected to correlate with acceptance intentions, did not find support. Pearson correlation showed no significant results, $r = .59$, $N = 202$, $p > .05$.

Discussion

In line with the first hypothesis and the paper's main objective, perceived overqualification is found to be a significant predictor for job acceptance intentions. Not surprisingly, the more individuals perceive themselves as overqualified, the more likely they are to reject an ill-matched job offer. The result corresponds to the study of Lobene, Meade and Pond (2014) which stated that individuals with high POQ look for more challenge in

their employment. An ill-matched job cannot provide sufficient challenge to individuals with high perceived qualifications and thus they end up rejecting such an offer. Similar results were illustrated in Feldman's work (2011), which showed explicitly that individuals search for jobs impelled by the need to find an adequate match with one's perceived qualifications.

On the other hand, personality characteristics did not succeed in predicting acceptance intentions. Although research has demonstrated several examples that connect self-esteem, self-efficacy, locus of control and narcissism with vocational decisions and job-pursuit intentions (Taylor & Pompa, 1990; LaHuis, 2005), this seems not to be the case in this study. One possible explanation could be that previous studies did not directly measure job acceptance intentions, but rather employment indecision or actual job choices and thus acceptance intentions are not related to personality characteristics.

In addition, gender, nationality and career goals contributed significantly to the final model in contrast with age, marital status and receipt of insurance which were not identified as significant predictors (Hypothesis 3). When the job offered was in line with the applicant's ultimate career goals, there was over nine times higher likelihood to accept the specific position. Adversely, gender demonstrated negative Beta value, and recommended that female sex is associated with higher likelihood to accept an ill-matched job offer. Inferences for nationality's predictive direction are more difficult to generate from the regression model.

Although initially not included in the hypotheses, the case of POQ as predictor of acceptance intentions aroused interest and demanded more in depth investigation. As noted in the results section, POQ lost its significance level when demographic variables were entered in the equation. Gender effects were detected regarding the relation between perceived overqualification and acceptance intentions. Whereas there was a negative relationship for males between POQ and acceptance intention, there was no effect for women. Previous research showed that men and women have differentiated self-concepts and this affects the salience they attribute in different aspects of work (Pugliesi, 1995). That is why men may be affected by overqualification in a different way than women, weight differently work aspects and express differentiated acceptance intentions. That may explain why POQ was first presented as significant predictor of acceptance intentions and when demographic variables were added to the model, POQ lost its significance.

Support was found for the fourth hypothesis and shed more light on the effects of career goals, gender and nationality on acceptance intentions. Interestingly, individuals with career goals divergent from the job offered exhibited higher acceptance intentions than those with similar career goals. Although it was estimated that the more close to their career goals a

job offer is, the more likely it is for people to accept it, in reality the observed numbers revealed the adverse pattern. From the total population that accepted the job offer ($N = 121$), the majority stated divergent career goals ($N = 77$), whereas fewer people stated comparable career goals ($N = 44$). Accordingly, Pollmann-Schult and Büchel (2005) pointed out that people often engage in jobs for which they are over-educated voluntarily as a solution to escape unemployment. Other possible explanations designate individuals' willingness to expand their social network and gain more experience (Maltarich et al., 2011), or their apprehension of an ill-matched job as a transition to something more appropriate (Batenburg & De Witte, 2001). Thereafter, it is not uncommon that jobs which do not correspond to one's career goals will be accepted in reality due to other more influential factors. Notably for the immigrant population, even an imperfect job-person fit may be beneficial if it increases the possibilities for a permanent residence or work permit (Schaeffer, 2005).

Generally, women are more inclined in accepting a job offer even though it may not be a great match (43%), in contrast with male participants who show lower rates of acceptance intentions (17%). Accordingly, gender has been pointed out as possible moderator for the relationship between applicant's attraction to a job position and job choice (Chapman et al., 2005). A potential rationale for these differences is the influence of role conflict and differential job attributes, according to applicant's gender (Wiersma, 1990). Counter to the present study's results, Liden and Parsons (1986) did not find significant connections between gender and race with acceptance intentions. The results should be approached with caution. A reason for that is the slight underrepresentation of male participants in this study which may have caused somewhat biased results and may indicate a bigger gender effect than what corresponds to reality.

Less discrepancy was observed when testing for nationality effect on acceptance intentions. It was observed that within the different nationality groups, European and Natives reported similar acceptance intention rates (51% and 63%, respectively), whereas non-Europeans reported higher levels of acceptance intentions from both the other nationality groups (78%). Overall non-Europeans seemed more interested in acquiring a job in Sweden in comparison to the other nationalities represented in the sample. One possible explanation could be that non-Europeans encounter more difficulties to remain in a European country and they would accept any job offer, even if it does not utilize any of their skills since it ensures work or residence permit (Schaeffer, 2005). However, the proportion of non-Europeans included in the study is generally lower and whilst Europeans are represented by 43% of the sample and natives by 41%, non-Europeans are only represented by 16% of the total

population. The generalization of such results should be carried out with caution since racioethnicity has been under-investigated in this scientific area and it would be interesting to further investigate this matter.

Locus of control and job search self-efficacy were negatively correlated as predicted in Hypothesis 5a. Those individuals exhibiting internal locus of control were also presenting higher levels of work-search self-efficacy. Internal locus stipulates that everything results from personal effort whilst environmental factors do not play a great role according to the theory (Hesketh, 1984), which turns out that empowers one's search self-efficacy. Many other studies highlighted the association between the two constructs as well, with no consistent results regarding the direction of the relationship (Judge, Erez, Bono & Thoresen, 2002; Strauser & Ketz, 2002). The results seem to depend highly on the specific problem under investigation, but when it comes to job search activities everything concludes to a negative association between locus of control and self-efficacy.

On the other hand, a positive relation was observed between unemployment length by the time of the study and locus of control (Hypothesis 5b). It seemed like people suffered from unemployment longer, when they had external locus of control. At the first stages of unemployment people handle the situation better in psychological terms, but as long as the unemployment length increases, external locus of control is empowered. This effect was investigated by Layton (1986) and Goldsmith, Veum and Darity (1995). Excessive belief in environmental factors reduces possibly the effort to search for job or the effort to fight for a job and as a result those people find employment more difficult in comparison with people characterised by internal locus of control. The causal direction of the relationship cannot be determined. Research investigated the effect of unemployment on locus of control rates (Kelley, 1973) but the adverse explanation could also be possible, that external locus of control affects unemployment length through mediating effects on job-search intensity. Further research in the area is necessary, in order to be able to extract causal explanations in the future.

This study showed no relation between unemployment length and acceptance intentions, resulting in dismissal of the final hypothesis. These results are inconsistent with previous research, which existed predominantly in economics research (Bloemen, 1997; Van den Berg, 1990). Because unemployment duration is associated with low self-esteem and more financial pressure, job-search becomes more salient and intense with the time (Borgen & Amundson, 1987), and so employment offer acceptance should be pressing. Although it

was expected that the more time people remain unemployed, the more possible would be to accept any job offer, even if ill-matched, this was not confirmed in the present study.

Limitations

Self-report measurements were preferred in this context to better access participants' beliefs and hence threats associated with the particular technique may be present. Although useful for the purpose of the study, self-report questionnaires may have introduced common method bias in the research. Social desirability bias may also have been present throughout the data collection, even though it was clear that the distributed questionnaires were only used for the purpose of the study and thus real job positions were not available.

Although it has been used repeatedly in previous studies, the job offer simulation may have somehow decreased the external validity of the study. Real life situations may provide different results. Several events which occur closer to the job choice decision may be more salient and influence acceptance decisions in a great extent (Barber, 1998) and in that sense, acceptance intentions could not be accounted as definite job choices. The results of the study though indicate general patterns and it has been evident from previous research that acceptance intentions associate with acceptance decisions in real time, based on attitude-behaviour relation (Ajzen & Fishbein, 1977; Turban, Campion & Eyring, 1995).

The level of analysis may have influenced the results since the country's economical condition is regarded as above average in Europe. Large numbers of future employees holding high university degrees can be partly blamed for high levels of overqualification nationwide. In case that overqualification is the norm, the effects of overqualification on job acceptance decisions may differ compared to different economies. Therefore, cross-cultural comparisons may be beneficial and extend our current knowledge in the field. It should also be mentioned that the required level to get a job can be different from what is required to actually do the job (Verhaest & Omey, 2006). So, the measurements used here could not be attributed to employees that have succeeded in the hiring process.

Another element that should be taken into account is how the concept of overqualification is approached and defined in research in general. As discussed in the introduction section, there is much confusion and uncertainty about the operational definitions given at times from different authors and thus, results can be partly dependent on the definition utilized in each study. Although the concept examined has no unique interpretation even among scientists, a concise and clear approach has been attempted.

In addition, factors associated with acceptance intentions may differ from factors that associate with rejection intentions (Boswell, Roehling, LePine & Moynihan, 2003) and this

should be taken into account when interpreting the results. In the study of Boswell and his colleagues (2003), the type and nature of work appeared to be the most important predictor of both job acceptance and job rejection intentions. The present study investigated solely acceptance intentions and thus, it could be of great interest to test perceived overqualification in relation to rejection intentions as well, because different results could occur.

In the model examined in the study, perceived job alternatives which commonly occur when people engage in job search activities were missing, due to the necessity for parsimony in time when completing the questionnaire. Liden and Parsons (1986) showed that work alternatives could account for 4% of the variance of acceptance intentions. Cable and Judge (1996) found that those with more perceived job opportunities were for longer time indecisive about accepting job offers than those perceiving less employment opportunities. In reality, the job chase is indeed very complex and different from a simulation study. It is difficult to take every aspect into consideration and it is suspected that existent job alternatives would make a difference in job acceptance intentions. It is though suggested for future studies to take job offer alternatives into consideration when appropriate. Maybe a qualitative approach could be beneficial in this case and reveal more about applicants' decision making procedures and the perceived alternatives one may consider.

Practical Implications and Future Research

The results of this study have practical implications for hiring companies, employers and recruitment managers in general, due to the disclosure of particular elements which affect job acceptance intentions. In this study, it becomes salient which factors affect new entrants' career decisions and job acceptance intentions. Thus, the knowledge gained can help to guide human resource practitioners regarding ways to attract and influence the job choices of top applicants.

There is a direct benefit for Universities and educational institutions in general since the study highlights the situation caused by generating uncontrollably highly educated workforce. National Institutions should consider in depth how they shall practice and plan knowledge and career orientation and why they should be focusing on practical outcomes after students' graduation. On the other hand, students themselves should pay attention to a number of factors when making profession choices, career and job search planning.

New entrants' job search and acceptance decisions not only are instrumental for their immediate job prospects but may also define their career trajectories (Yang & Gysbers, 2007) and conclusively, the importance of job acceptance decisions is highlighted. Especially

qualitative studies could shed light on more detailed and maybe not so obvious factors affecting job acceptance intentions. Decision making processes can be accessed better through interviewing and asking open-ended questions which can also reveal more directions for future research. Rejection intentions are assumed to be substantially different from acceptance intentions and have not yet been thoroughly investigated. It is an interesting area of study, which could be investigated simultaneously with overqualification feelings.

Conclusions

This study was the first to simultaneously assess the role of personality traits and demographic variables in career choices, especially for new entrants in the labour market who may not possess much working experience but lengthy institutional knowledge. This type of new entrants represents the future workforce, since a rising demand for highly educated workforce has been observed in advanced countries worldwide (Åberg, 2003). The results of the study generated new knowledge in the field and provided directions for future research. Overall, the importance of perceived overqualification on job choices was highlighted and the complex interactions between demographics, personality characteristics and job acceptance intentions were displayed.

Scherer (2004) pointed out that consequences of over-education do not significantly differ from those of unemployment, which leaves the question of adequate career choices still unanswered. In this study, an effort to highlight possible consequences of perceived overqualification on job acceptance intention has been attempted, but further research is needed. On a macro-level, this has an effect on society too. The underutilization of knowledge people gain within a country's educational system, especially for countries like Sweden that it is largely governmentally founded, is a waste of public resources (Pollmann-Schult & Büchel, 2005). Educational qualifications since acquired, should actually be utilized in the work environment.

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Appendix A

Original Scale of Perceived Overqualification (SPOQ). Maynard, Joseph & Maynard (2006).

According to the previous job description, do you feel the following statements apply to you? Circle the number that best represents your opinion.

1. This job requires less education than I have.

Completely disagree 1 2 3 4 5 6 7 Agree completely

2. The work experience that I have is not necessary to be successful on this job.

Completely disagree 1 2 3 4 5 6 7 Agree completely

3. I have job skills that are not required for this job.

Completely disagree 1 2 3 4 5 6 7 Agree completely

4. Someone with less education than myself could perform well on this job.

Completely disagree 1 2 3 4 5 6 7 Agree completely

5. My previous training is not being fully utilized on this job.

Completely disagree 1 2 3 4 5 6 7 Agree completely

6. I have a lot of knowledge that I do not need in order to do this job.

Completely disagree 1 2 3 4 5 6 7 Agree completely

7. My education level is above the education level required by this job.

Completely disagree 1 2 3 4 5 6 7 Agree completely

8. Someone with less work experience than myself could do this job just as well.

Completely disagree 1 2 3 4 5 6 7 Agree completely

9. I have more abilities than I need in order to do this job.

Completely disagree 1 2 3 4 5 6 7 Agree completely

Swedish Translation of Scale of Perceived Overqualification.

Enligt den tidigare arbetsbeskrivningen, känner du att följande yttranden stämmer för dig själv? Ringa in det nummer som representerar din åsikt.

1. Det här jobbet kräver mindre utbildning än jag har.

Fullständigt oense 1 2 3 4 5 6 7 Håller med fullständigt

2. Arbetets erfarenhetskrav är inte nödvändigt för att lyckas på det här jobbet.

Fullständigt oense 1 2 3 4 5 6 7 Håller med fullständigt

3. Jag har yrkeskunskaper som inte behövs för det här jobbet.

Fullständigt oense 1 2 3 4 5 6 7 Håller med fullständigt

4. Någon med lägre utbildning än jag själv kan prestera bra på detta jobbet.

Fullständigt oense 1 2 3 4 5 6 7 Håller med fullständigt

5. Min tidigare utbildning kommer inte utnyttjas fullt ut på det här jobbet.

Fullständigt oense 1 2 3 4 5 6 7 Håller med fullständigt

6. Jag har en hel del kunskap som jag inte behöver för att göra det här jobbet.

Fullständigt oense 1 2 3 4 5 6 7 Håller med fullständigt

7. Min utbildningsnivå ligger över utbildningsnivån som krävs för jobbet.

Fullständigt oense 1 2 3 4 5 6 7 Håller med fullständigt

8. Någon med mindre arbetslivserfarenhet än jag själv skulle kunna göra det här jobbet lika bra.

Fullständigt oense 1 2 3 4 5 6 7 Håller med fullständigt

9. Jag har fler förmågor än jag behöver för att göra detta jobb.

Fullständigt oense 1 2 3 4 5 6 7 Håller med fullständigt

Appendix B

Job descriptions for each field of studies in both English and Swedish versions, produced by the thesis' author.

1. Gymnasieskolan söker en driven matematiklärare.

Arbetsuppgifter: Undervisning i matematik, mentorskap, dokumentation av elevens utveckling.

Personliga egenskaper: Vi söker dig som trivs att arbeta i lag, har intresse för att prova nya metoder, är en tydlig ledare, du har förmåga att utveckla undervisningen i ditt ämnen.

Kvalifikationer: Du måste ha förvärvat an matematikexamen i Grundnivå (Höskolan/Kandidatprogram) eller i Avancerad nivå (Mastersprogram). Erfarenhet av läraryrket är meriterande men inte ett krav.

English Version

English speaking High School is looking for a driven math teacher.

Duties: Teaching Mathematics, mentoring and documentation of students' development and progress.

Qualifications: You must have acquired an undergraduate degree in mathematics (Höskolan / Bachelor) or advanced level degree (Master's Program). Experience of teaching is an advantage but not a requirement.

Personal qualities: We are looking for someone who enjoys working in a team, have an interest in trying new methods, who is a genuine leader and who has the ability to develop teaching skills in his subject.

2. Ekonomiassistent till företag inom fastighetsbranschen.

Arbetsuppgifter: I dina arbetsuppgifter ingår avstämningar, utlägningsregister, moms och skattedeklarationen, anlägningsregister och avskrivningar. Dina arbetsuppgifter innebär hantering av både kund- och leverantörsreskontra, betalningar, enklare bokföring, utlägg, samt vara behjälplig vid kontoavstämningar. Du kommer att ha ansvar för telefon, nycklar och passerkort.

Kvalifikationer: Vi söker dig som har en högskoleutbildning alternativt en gymnasieutbildning inom ekonomi. Erfarenhet från liknande arbete är meriterande men inte ett krav. Mycket god datorvana liksom Office paket (Word, Excel).

Personliga egenskaper: Du som söker ska vara noggrann, initiativrik, strukturerad och har lätt för att lära sig nya saker snabbt.

English Version

Financial assistant for company in the real estate industry.

Duties: In your duties are included reconciliations, paving registers, tax and tax returns, asset register and depreciation. Your tasks involve handling of both, customer and supplier, payments, simple accounting, expense, and offer assistance for account reconciliations. You will be responsible for the phone communications, the keys and staff's access cards.

Qualifications: We are looking for someone with a college education or a secondary education in economics. Experience from similar work is an advantage but not a requirement. Very good computer skills as well as the Office package (Word, Excel).

Personal qualities: Individuals applying must be precise, proactive, structured and quick in learning new things.

3. Vi söker en Medborgarskap och Migrations Officer

Arbetsuppgifter: Du kommer att undersöka ansökningar om invandring, medborgarskap och visum. Granska permanent uppehållstillstånd, studie- eller arbetstillstånd, och besöksförlängningsansökningar. Bland annat kan du ge råd eller förklara beslut till personer som vill stanna kvar i värdlandet.

Kvalifikationer: Du måste ha en kandidatexamen inom samhällsvetenskap, t.ex. globala studier, sociologi, utvecklingsstudier, eller motsvarande. Tidigare erfarenhet är ett plus men inte ett krav.

Personliga egenskaper: Du bör vara behörig anställd, vänlig attityd, bra skriftliga och muntliga kommunikationsförmåga, har förmågan att tänka kritiskt.

English Version

We search for a Citizenship and Immigration Officer

Duties: You will examine applications for immigration, citizenship and visas. Review permanent residence, study or work permits, and visitor extension applications. Among other, you may provide advice or explain decisions to individuals who wish to remain in the host country.

Qualifications: You must have a bachelor degree within Social Sciences, such as Global studies, Sociology, Development studies, or equivalent. Previous experience is a plus but not a requirement.

Personal qualities: you should be competent employee, friendly attitude, good written and verbal communications skills, have the ability to think critically.

4. Vi söker Kvalitetskontroll Analytiker

Arbetsuppgifter: Du kommer att ansvara för rutinanalys (fysisk / kemiska, mikrobiologiska) av prover som lämnas in till laboratorium för kvalitetskontroll. QC Analytiker kommer att utföra rutintestning för färdiga produkter, halvfabrikat och råvaror, som behövs. Du kommer att förbereda prover för analys, utveckla uppsats protokoll och sammanfatta resultaten.

Kvalifikationer: Kandidatexamen i kemi, biokemi, bioteknik, Livsmedelsvetenskap, Biologi, kemiteknik eller motsvarande utbildning. Analyslaboratorium utbildning vid universitetet är ett måste. Du ska vara väl förtrogen med sofistikerad analytisk instrumentering som HPLC, UV, GC, ICP-MS och tillhörande programvara.

Personliga egenskaper: Vi söker dig som har förmågan att multi-task, har utmärkt organisation och analytisk förmåga, är detaljorienterad och accurate and också kunna följa säkerhetsrutiner och har god samarbetsförmåga.

English Version

We seek Quality Control Analysts

Duties: You will be responsible for routine analysis (physical/chemical, microbiological) of samples submitted to the Quality Control Laboratory. The QC Analysts will perform routine testing for finished products, semi-finished products and raw materials, as needed. You will prepare samples for analysis, develop assay protocols and summarize results.

Qualifications: Undergraduate degree in Chemistry, Biochemistry, Biotechnology, Food Science, Biology, Chemical Engineering or similar education. Analytical laboratory training at university is a must. You shall be familiar with sophisticated analytical instrumentation such as HPLC, UV, GC, ICP-MS and associated software.

Personal Qualities: We seek for you who can multi-task, who has excellent organization and analytical skills, is detail oriented and accurate and also is able to follow safety procedures and has good interpersonal skills.

5. Djurlivet biolog assistent för Zoo

Arbetsuppgifter: Du kommer att delta i vilt forskningsprojekt och institutionens bevarande activities. You kommer även hjälpa till med statistiska metoder och databehandling för att sammanställa och analysera data som samlats in. Utförande av professionell nivå biologisk arbete i samband med forskning och förvaltning av vilda djur förväntas.

Kvalifikationer: Kandidatexamen i naturvårdsbiologi, General biologi, är zoökologi, bioinformatik eller andra relevanta områden krävs. Intresserad av ekologi, evolution och djurliv.

Personliga egenskaper: Vi behöver en person som är noggrann, hårt arbetande, kunna arbeta självständigt om det behövs och är intresserade av vilda djur i allmänhet.

English Version

Wildlife biologist assistant for Zoo

Duties: You will participate in wildlife research projects and institution's conservation activities. You will also assist with statistical methods and data processing techniques to compile and analyze data collected. Performance of professional level biological work in connection with the research and management of wildlife is expected.

Qualifications: Undergraduate degree in Conservation Biology, General Biology, Animal Ecology, Bioinformatics or other relevant fields is required. Interested in ecology, evolution and wildlife.

Personal Qualities: We need a person that is accurate, hardworking, able to work independently, if needed and interested in wildlife in general.

6. IT-konsult

Arbetsuppgifter: Du kommer att arbeta tillsammans med kunder och ge dem teknisk experthjälp på informationsteknik. Du kommer att vara ansvarig för att utforma, testa, installera och övervaka nya system; förbereda dokumentation och presentera lägesrapporter till kunder; organisera utbildning för användare och andra konsulter; Du kommer också att behöva upprätthålla bolagets hemsida informeras.

Kvalifikationer: Teknisk diplom / kandidatexamen inom computing, eller motsvarande. Kunskaper i Microsoft Office Suite (Främst Excel).

Personliga egenskaper: Exceptionella verbala, skriftlig kommunikation och presentationsteknik. Utmärkt interpersonell, organisatoriska och tid ledningskompetens. Personlig engagemang för kvalitet och på schemat leverans.

English Version

IT consultant

Duties: You will work in partnership with clients and provide them expert technical assistance on information technology. You will be responsible for designing, testing, installing and monitoring new systems; preparing documentation and presenting progress reports to customers; organising training for users and other consultants. You will also need to maintain the company's website informed.

Qualifications: Technical diploma / Bachelor degree in the field of computing, or equivalent. Proficiency in Microsoft Office Suite (Primarily Excel).

Personal Features: Exceptional verbal, written communication and presentation skills; Excellent interpersonal, organizational and time management skills; Personal commitment to quality and on-schedule delivery.

7. Vi söker en receptionist till vår privat klinik!

Arbetsuppgifter: Som receptionist har du den första kontakten med kunder på telefon och besökare över disk. Du arbetar självständigt och samarbetar med alla de andra anställda också. Dina arbetsuppgifter är att svara i telefon, ta emot frånvaromeddelanden och uppdatera gemensam kalender, registrera patienters in- och utpassering, boka taxi till besökare när det behövs. Andra administrativa arbetsuppgifter kan uppstå.

Kvalifikationer: Du bör ha god datorvana och ha goda kunskaper i engelska språket både i tal och skrift. Någon Universitets- eller Högskoleutbildning är mycket meriterande.

Personliga egenskaper: Vi söker dig med positiv inställning och med stark vilja att leverera god service till våra kunder. Du är en person med god social förmåga som trivs att möta människor i olika sammanhang.

English Version

We are looking for receptionist to our private clinic!

Duties: As a receptionist, you have the first contact with customers on the telephone and visitors over the counter. You will work independently and cooperate with all the other employees as well. Your duties is to answer the phone, receive messages and update shared calendar, register patients' entry and exit, book taxi to the visitors when necessary. Other administrative duties may also arise.

Qualifications: You should have good computer skills and be proficient in the English language both written and spoken. Any University or College education is an advantage.

Personal qualities: We are looking for someone with a positive attitude and a strong desire to deliver quality service to our customers. You shall be a person with good social skills, who likes to meet people in different contexts.