

Perceived Over-Qualification among Nursing Staff in Relation to Creative Self-Efficacy, Workaholism, and Work Alienation

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Abstract

Background: Perceived over-qualification occurs when people believe their work qualifications exceed their job demands, resulting in the ability to solve complex and risky problems creatively, becoming highly work-driven individuals, creating a subjective sense of deprivation, and eventually triggering negative emotions as work alienation. **Aim:** To investigate perceived over-qualification among nursing staff in relation to creative self-efficacy, workaholism, and work alienation. **Design:** A descriptive, correlational design was used. **Setting:** The study was conducted at El-Helal Insurance Hospital, Shebin EL-Kom Teaching Hospital, and University Hospital, in Menoufia governorate. **Subjects:** included a stratified random sample of nursing staff (n=717). Four instruments were used, Perceived Over-Qualification, creative self-efficacy, workaholism, and work alienation questionnaires **Results:** More than half of the study subjects had moderate levels of perceived over-qualification and creative self-efficacy. However, the highest percentages of study subjects had lower levels of both workaholism and work alienation. **Conclusion:** The overall score of perceived over-qualification had significant positive correlations with workaholism and a highly significant positive correlation with the overall score of work alienation. There were non-significant positive correlations between perceived over-qualification and the overall score of creative self-efficacy. **Recommendations:** Properly guiding and managing perceived overqualified nurses by hospital managers are important to make sure that they have the necessary resources to focus their extra effort and to employ their professional backgrounds and time on meaningful activities.

Keywords: Creative Self-Efficacy, Nursing Staff, Perceived Over-Qualification, Workaholism, Work Alienation.

Introduction

Healthcare organizational success is strongly linked to the ability to develop and manage a creative workforce (**Reiter-Palmon et al., 2021**). This noteworthy development makes it necessary to ensure that the staff members' qualifications match the position's requirements. Due to the shortcomings in this matching process, nursing staff often find themselves caring for patients in a challenging environment where having limited options for utilizing their full professional knowledge and skills either at managerial or clinical levels, such as lack of standardized care, and unfavorable working conditions (**Abd-Elrhaman et al., 2020**).

Perceptions of over-qualification are a global phenomenon that refers to a subjective assessment of the degree to which nurses feel that they hold a surplus level of education, training, and experience compared to their job requirements (**Luksyte et al., 2020**). Overqualified nursing staff often feels their jobs are not a good fit and report having few opportunities to apply their complete professional knowledge and skills. Having a high desire to quit the job, and low work-related well-being are all associated with feeling over-qualified (**Li et al., 2020**).

Despite the negative effects of perceived over-qualification on nursing staff's work attitudes and behaviors, perceived over-qualification might

benefit organizational development if organizations allow nursing staff to make constructive use of their excess time, energy, and skills (**Zhang et al., 2021**).

Overqualified nursing staff may be able to apply their knowledge and skills in novel and inventive ways to their current roles. Through the identification and utilization of opportunities to apply their expertise, nursing staff may be able to enhance their job satisfaction, which in turn may have a positive effect on their commitment to their careers (**Khassawneh et al., 2022**).

Moreover, nursing staff may be inspired to pursue fresh organizational challenges, which could ultimately advance their career development. Furthermore, overqualified nursing staffs expand their experience and skill set beyond their usual fields of expertise. Moreover, expanding their skill set and gaining a variety of experiences can help them to become more creative and innovative in the workforce and improve their career prospects (**Deng, 2023**).

Additionally, if nursing staff are given the right environment, overqualified nursing staff with enough knowledge, skills, and attitude could easily complete their core tasks; as a result, they would have ample opportunity and time to apply their valued skills in the creative process needed for creative performance (**Dar & Rahman, 2020**).

The perceived ability to generate new ideas that add value is often referred to as creative self-efficacy. In the workplace, creative self-efficacy has been associated with enhanced creative performance and requires a significant degree of perseverance, especially during challenging situations (**Li et al., 2022**). Nursing staff who possess both creativity and self-efficacy tend to challenge existing norms, put in greater effort to achieve creative goals, and demonstrate resilience when encountering difficulties and setbacks" Consequently, creative self-efficacy encourages nurses to persist in the face of challenges associated with achieving creative outcomes (**Pham, 2023**).

To remain competitive, more hours should be worked. Overly dedicated nursing staff is workaholics. One form of addiction is workaholism, which is characterized by an overwhelming need to never stop working. There is a correlation between nurses' job obsessions and an increase in health complaints and depressed symptoms compared to nurses who work long hours without such inclinations (**Kasemy et al., 2020**). Additionally, the demands of modern work life force nursing staff to give up their free time in order to succeed professionally; moreover, the ongoing pressure to perform at a higher level of efficiency is what drives the rise in workaholism (**Ruiz-Garcia et al., 2022**). Furthermore, it is commonly accepted

that certain personality traits, inherent variables, and individual characteristics like self-efficacy are the root causes of workaholism. An environment that encourages overwork can breed workaholism. Consequently, it is evident that workaholism has negative effects on nursing staff on an individual, interpersonal, and organizational level (**Molino et al., 2019**).

Healthcare organizations faced the challenge of establishing a professional work atmosphere that would attract and retain nurses without fostering feelings of isolation on the job and without compromising the quality of care provided over the long run. One prevalent symptom of work alienation is a decrease in opportunities for self-expression, a lack of concern, interest, and attachment to one's work. Furthermore, in nursing, work alienation has emerged as a significant concept that influences nursing staff' well-being and performance. Their work alienation reflects feelings of powerlessness, isolation, and meaninglessness in the workplace (**Korkmaz, & Torlak, 2024**).

Work alienation among nursing staff arises from several factors, such as excessive workloads, inadequate staffing, limited autonomy, and insufficient organizational support. This sense of alienation is linked to higher levels of stress, burnout, and a greater intention to leave the job all of which have a negative impact on nurses' well-

being (Cui et al., 2023). Work alienation mostly includes powerlessness, meaninglessness, and helplessness. Powerlessness refers to individuals who lack job autonomy and have limited freedom to control work activities. While, meaninglessness occurs when a staff nurse perceives work as unimportant or worthless, or even fails to understand the relationship between staff nurses' contribution and the organization's goals. Helplessness means an isolated feeling of a staff nurse who feels incapable of fitting in and being recognized and cared for by the organization (Durrah, 2020).

In general, people who are overqualified are motivated to work in order to satisfy their desire to prove their own abilities. Additionally, the phenomenon of workaholism is significantly impacted by the requirement to demonstrate competence (Zhang et al., 2020). Moreover, it was suggested that overqualified workers would effortlessly complete their core tasks while possessing the necessary knowledge, abilities, and work ethic. As a result, they would have ample opportunity and time to apply their highly valued skills in the creative process that is necessary for creative performance (Gong et al., 2021). Additionally, nursing staff who feel their qualifications exceed what their jobs require may become alienated at work due to this perception of over-

qualification (Söylemez, & Uslu, 2022).

Significance of the study

Perceived over-qualification has a significant impact on nursing staff's work attitudes and behaviors. High perceived over-qualification has been linked to low job satisfaction and performance, as well as a high intention to leave (Li et al., 2020). Additionally, perceived over-qualification (POQ) may be considered a double-edged sword that reflects individuals' perceived capabilities to create value and regulate their thoughts, expectations, and behavior toward implementing those ideas, and stimulates the strong inner motivation of individuals to enjoy working perseveringly and with enthusiasm. Moreover, people with POQ may become emotionally distant from their workplace due to animosity stemming from a mismatch between their skills and the requirements of the job (Zhang et al., 2021). Within the Egyptian healthcare context nursing staff who graduated with bachelor, master, or doctorate degrees in nursing are often challenged with unstable work environments that greatly restrict their abilities to fully utilize their professional background, practicing in unfavorable working conditions putting them at the risk of perceiving over-qualification. Till now, none of the published articles have addressed the relationship between perceived over-qualification, among nursing staff and

creative self-efficacy, workaholism, and work alienation. Therefore; the current study aimed to investigate perceived over-qualification among nursing staff in relation to creative self-efficacy, workaholism, and work alienation.

Theoretical framework

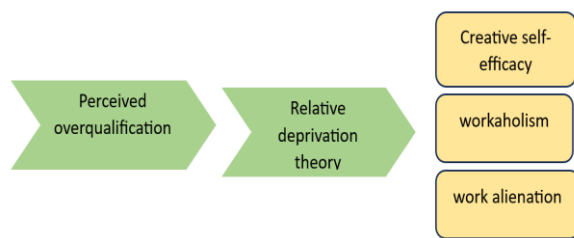
In accordance with the relative deprivation theory (**Crosby, 1976**), a person's subjective assessment of over-qualification can account for their subjective reactions to work-related circumstances. People develop expectations about status and prestige in a particular job because they go through the educational system and have acquired abilities and skills; therefore they will experience feelings of relative deprivation if their jobs do not live up to their expectations. When these expectations aren't met, workers react in a certain way. Less engagement in positive attitudes towards the organization may be one of these responses. Furthermore, workers often close the psychological distance between them and the organization to close this gap.

In the context of the current study, The complicated link between perceived over qualification and the other opposing variables (workaholism and work alienation) could be explained in the light of the previous theory as follows: perceived overqualified individuals are highly work-driven individuals (workaholics) who often feel exhausted and stressed from being

overloaded, leading to a feeling of detachment from the relationships inside and outside the work environment. In addition, workers who develop alienation might prefer to be preoccupied and addicted to work tasks as a strategy to overcome powerlessness and meaninglessness and attract attention from their coworkers and supervisors.

Based on, overqualified individuals are considered as the driving force behind organizational innovation also it has even been suggested that the creativity of highly qualified talent is essential to enhancing organizational innovation because of their redundant resources and performance expectations.

On the other hand, perceived over-qualification could be positively correlated to workaholism because perceived overqualified individuals are highly work-driven individuals and will take this task on as part of their own task environment. Moreover, a positive correlation could be detected between perceived over-qualification and work alienation among nurses often stems from a discrepancy between their actual work conditions and their expectations. This gap can lead to feelings of deprivation, ultimately resulting in negative emotions such as work alienation. **Figure 1** (Authors proposed this figure of a theoretical model based on relative deprivation theory by (**Crosby, 1976**)).



Theoretical model of the study

Purpose:

This study aimed to investigate perceived over-qualification among nursing staff, in relation to creative self-efficacy, workaholism, and work alienation.

Research Questions

1. What are the levels of perceived over-qualification, creative self-efficacy, workaholism, and work alienation experienced by nursing staff?
2. Is there an association among perceived over-qualification, creative self-efficacy, workaholism, and work alienation among nursing staff?

Method

Research Design

Non-experimental descriptive correlational research design was employed in the conduction of this study.

Setting

The present research was implemented in selected units as (Emergency, Critical care units, Blood disease, Endoscope, Nursery, Renal dialysis, Oncology, Urology operations, Surgical operation units, Orthopedic operation, and Urology operation units) at El-Helal Insurance Hospitals, Shebin EL-Kom Teaching Hospital and University

Hospital at Menoufia governorate, Egypt.

Subjects

A stratified random sample technique as strata was the hospital, was adopted by the researchers to select 717 nursing staff working at the selected settings. The researchers recruited 154 nurses and 21 nurse managers from El-Helal Insurance Hospital, 176 nurses and 30 nurse managers from Shebin EL-Kom Teaching Hospital, 293 nurses and 43 nurse managers from University Hospital.

Inclusion criteria: staff nurse/nurse manager who has at least two years of experience and has a bachelor's degree, master's degree, or doctorate degree, and accepted to participate.

The sample size was determined based on power calculations to ensure statistical significance and representativeness. The included number of nursing staff ($n = 717$), was calculated based on the following sample size equation (Simarjeet, 2017).

$$n = \frac{N}{1 + N(e)^2}$$

Where

n = sample size

N = total sample

e = is error tolerance = 0.05

1 = a constant value.

Method of sample recruitment: nurses' information was collected from the nursing staff database within each hospital to locate nursing staff that fulfill the criteria for inclusion. The

researchers prepared the sampling frame and communicated with nursing staff directly to explain the purpose of the study and gain their consent.

Data Collection Instruments

In addition to collecting socio-demographic data (Age, Years of experience, Qualification, Gender, Marital status, Job position, and Hospital name), this research utilized four instruments. These included:

Instrument I: Perceived over-qualification scale

This scale of perceived over-qualification (SPOQ) was established by **Maynard et al., (2006)** to assess perceived over-qualification for nursing staff and consists of nine items. All of the items asked participants to rate their level of agreement using a Likert scale from 1 (strongly disagree) to 5 (strongly agree).

Scoring:

Low level of perceived over-qualification ranged from 9 to 21(< 60 %.)

Moderate level of perceived over-qualification ranged from >21 to 33 ($60\% \leq 75\%$).

High level of perceived over-qualification ranged from >33 to 45(> 75%).

Instrument II: Creative Self-efficacy Questionnaire

The Creative Self-Efficacy Questionnaire, adapted from **Zhou and George, (2001)**, evaluates how the judgment and confidence of nursing

staff contribute to the generation of innovative and valuable ideas. This construct was assessed using 13 items, rated on a 5-point Likert scale from 1 (strongly disagree) to 5 (strongly agree).

Scoring:

Low level of creative self-efficacy ranged from 13 to 31 (< 60%).

Moderate level of creative self-efficacy ranged from >31 to 48 ($60\% \leq 75\%$).

High level of creative self-efficacy ranged from 48 to 65 (> 75%).

Instrument III: Workaholism Questionnaire (WAQ):

The WAQ is a 29-item self-report tool developed by **Aziz et al., (2013)** to evaluate the level of workaholism among nursing staff. Responses are measured on a 5-point Likert scale, ranging from 1 (strongly disagree) to 5 (strongly agree), with higher scores reflecting greater levels of workaholism.

Scoring:

Low level of workaholism ranged from 29 to 68 (< 60%).

Moderate level of workaholism ranged from >68 to 107 ($60\% \leq 75\%$).

High level of workaholism ranged from >107 to 145(> 75%).

Instrument IV: Work Alienation Questionnaire

The Work Alienation Questionnaire developed by **Ren, (2012)** measures work isolation, separation, powerlessness, and meaninglessness in hospital settings. It comprises three dimensions — helplessness,

powerlessness, and meaninglessness—each containing four items, totaling 12 items. Each item is rated on a 5-point Likert scale, ranging from 1 (not conform) to 5 (very conform), with higher scores indicating a greater sense of alienation among nursing staff.

Scoring:

Low level of work alienation ranged from 12 to 28 (< 60%).

Moderate level of work alienation ranged from >28 to 44 ($60\% \leq 75\%$).

High level of work alienation >44 to 60 (> 75%). > 75 %.

Validity of Instruments:

The instruments used in this study were meticulously translated from English to Arabic following Beaton's guidelines to guarantee linguistic equivalence and cultural appropriateness. This process involved several key steps to ensure that the translations were both accurate and suitable for the Arabic-speaking population. These steps included Initial translation, Back-Translation, and Comparison and Revision, all of which were conducted with great care to achieve the highest standards of precision and relevance in the translated questionnaires (Beaton et al., 2000).

Initial Translation: The instruments were translated into Arabic by a qualified translator fluent in both English and Arabic and familiar with the cultural nuances of both languages.

Back-Translation: A different translator, who was not involved in the initial translation and is also fluent in both

languages, will independently translate the Arabic version back into English. This step helps to check for consistency and accuracy in the translation.

Comparison and Revision: The original English version and the back-translated English version were compared. Any discrepancies were discussed and resolved by a panel of experts, including translators and researchers, to finalize the Arabic version of the instruments.

Reliability of Instruments:

current study the cronbach's alpha of perceived over-qualification, creative self-efficacy, workaholism, and work alienation were evaluated among participants by using a test-retest method with two weeks apart among them to be ($\alpha = 0.84$), ($\alpha = 0.83$), ($\alpha = 0.84$) and ($\alpha = 0.86$) receptively.

Pilot Study:

Pilot research was applied to evaluate the instruments' feasibility and clarity besides determining how long it would take to fill them. Ten percent of nursing managers and nursing staff (n=10), (n=62) respectively of the recruited sample was included in the pilot study and included in the study as no modification was made.

Ethical Consideration:

The study was conducted with strict adherence to ethical research standards and respect for participants' rights. Written approval was obtained from the Ethical and Research Committee of the Faculty of Nursing at Menoufia

University (IRP no 979) on July 19, 2023. Furthermore, an official letter was obtained from the hospital directors at El-Helal Insurance Hospital, Shebin EL-Kom Teaching Hospital, and University Hospital to secure their approval for data collection after explaining the study's objectives. Participants were guaranteed voluntary involvement, with oral informed consent acquired after explaining the study's purpose, nature, duration, potential benefits, and data collection methods. Respondents were assured that their information would be kept confidential, their anonymity maintained by not requiring names, and they had the right to withdraw from the study at any time.

Data Collection Procedures:

The study and its data collection were authorized by the Dean of the Faculty of Nursing at Menoufia University. A preliminary investigation was conducted using 10% of the total sample, and these participants were included in the final analysis. Data collection took place from August 1, 2023, to the end of October 2023.

Questionnaires were given to nursing managers and nurses during working hours and filling them out took around 15 to 20 minutes from each participant. After the due date for data collection was reached, the researcher started to revise the responses of the study sample to ensure that all of them had finished.

The researcher then started data entry to make an analysis.

Statistical Analysis:

For the purpose of data entry and analysis, SPSS version 22 was utilized. The Excel program was used to make the graphics. We displayed the quantitative data using the standard deviation (SD), the mean (X), and t- test was utilized. To present the qualitative data, tables displaying frequency distributions, percentages, and numbers were utilized. The correlation between perceived over-qualification and other measure items was done by Pearson correlation. The statistically significant level was considered at ($P \leq 0.05$).

Results:

Table (1): Shows Distribution of Nursing Staff According to Their Personal Characteristics. Concerning age, the largest proportion of nursing staff (63%) was found less than 35 years old. With mean age 33.29 ± 4.80 years. Moreover, half of the nursing staff (55.5%) had fewer than 10 years of experience in the field. The average years of experience were 9.29 ± 4.73 . Moreover, the high percent of nursing staff had bachelor's degrees in nursing (78.4%), were female (76.3%), married (80.6%), were staff nurses (86.9%), and worked at University Hospital (46.9%).

Tables (2): Illustrates Means and Standard Deviations of Perceived Over-qualification, Creative Self-Efficacy, Workaholism, and Work Alienation among Nursing Staff. According to the

table, highly statistically significant differences were noticed among nurse managers and staff nurses regarding perceived over-qualification, workaholism, work alienation, and creative self-efficacy ($p < 0.001$).

Figure (2): Clarifies the total Levels of Perceived Over-qualification, Creative Self-Efficacy Work aholism, and Work Alienation among Nursing Staff. According to the figure, Fifty-five percent of the study subjects (55.8%) and slightly more than half of them (50.5%) reported moderate levels of perceived over-qualification and creative self-efficacy, respectively. However, the highest percentages of study subjects had lower levels of both workaholism (64.3%) and work alienation (84.2%).

Table (3), figure (3), (4), and (5): Shows Correlation Matrix among Perceived Over-Qualification, Creative Self-Efficacy, Workaholism, and Work Alienation According to the table, the overall score of perceived over-qualification had statistically significant positive correlations with the overall score of workaholism ($r = 0.074$, $p = 0.047$), and a highly significant positive correlation with the overall score of work alienation ($r = 0.171$, $p = 0.001$). Also, there were non-significant positive correlations between perceived over-qualification and the overall score of creative self-efficacy ($r = 0.030$, $p = 0.426$).

Table (1): Distribution of Nursing Staff According to Their Personal Characteristics (n=717).

Personal data		No	%
Age	<35 years	456	63.6
	35- 45 years	249	34.7
	>45 years	12	1.7
	Range Mean ± SD	24-55 33.29±4.80	
Years of experience	< 10 years	398	55.5
	10 - 20 years	303	42.3
	>20 years	16	2.2
	Range Mean ± SD	2-31 9.29±4.73	
Qualification	PHD degree	24	3.3
	Master's degree	131	18.3
	Bachelor of Nursing	562	78.4
Gender	Male	170	23.7
	Female	547	76.3
Marital status	Single	72	10.0
	Married	578	80.6
	Divorced	33	4.7
	Widow	34	4.7
Job	Nursing manager	94	13.1
	Staff nurse	623	86.9
Hospital	Shibin El-kom Teaching Hospital	206	28.7
	El-Hilal Insurance Hospital	175	24.4
	University Hospital	336	46.9

Table (2): Means and Standard Deviations of Perceived Over-qualification, Creative Self-Efficacy, Workaholism, and Work Alienation among Nursing Staff (n= 717)

Variables	Max score	Nursing managers	Staff nurses	t-test	P value
		Mean \pm SD	Mean \pm SD		
Total perceived over-qualification	45	27.25 \pm 6.91	26.71 \pm 4.67	36.808	0.000**
Total creative self-efficacy	65	48.06 \pm 6.93	48.69 \pm 5.95	15.487	0.000**
Total work aholism	145	78.09 \pm 12.85	81.47 \pm 11.72	58.124	0.000**
Total work alienation	60	24.75 \pm 7.93	28.16 \pm 7.04	29.016	0.000**

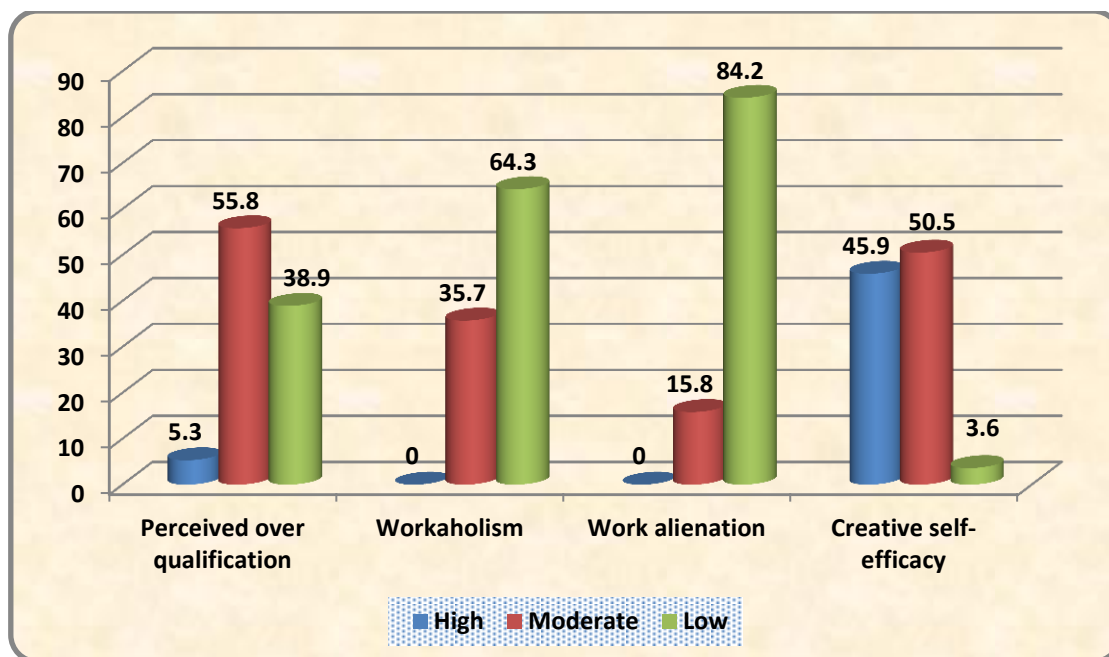
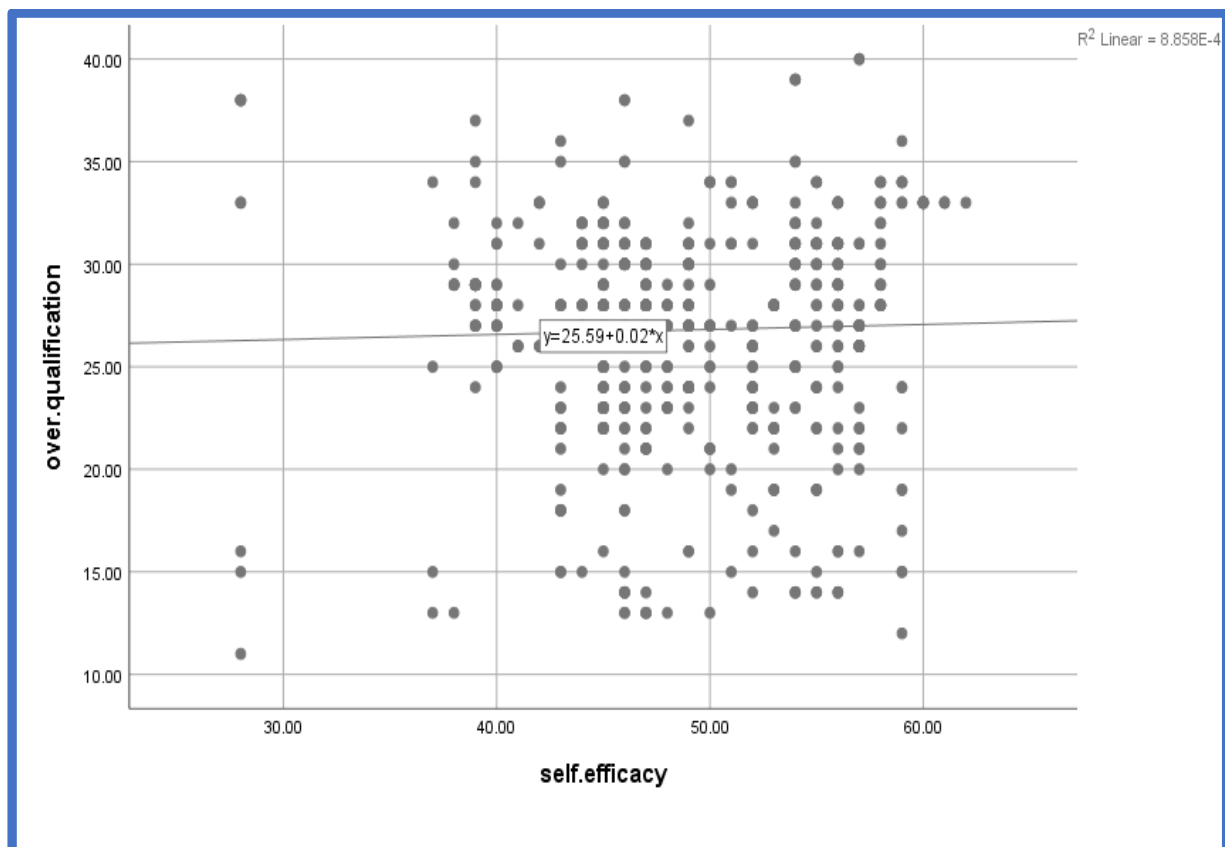
**Figure 2: Total Levels of Perceived Over-qualification, Creative Self-Efficacy Workaholism, and Work Alienation among Nursing Staff**

Table (3): Correlation Matrix among Perceived Over-Qualification, Creative Self-Efficacy, Workaholism, and Work Alienation

Variables	Overall score of perceived over-qualification		Overall score of creative self-efficacy		Overall score of workaholism		Overall score of work alienation	
	r	p-value	r	p-value	r	p-value	r	p-value
Overall score of perceived over-qualification	1	-	0.030	0.426	0.074	0.047*	0.171	0.000**
Overall score of creative self-efficacy	0.030	0.426	1	-	-0.371	0.000**	-0.585	0.000**
Overall score of workaholism	0.074	0.047*	-0.371	0.000**	1	-	0.606	0.000**
Overall score of work alienation	0.171	0.000**	-0.585	0.000**	0.606	0.000**	1	-

* Correlation is significant at the 0.05 level (2-tailed),
 significant at the 0.01 level (2-tailed).

**. Correlation is highly

**Figure (3): Correlation between Perceived Over- Qualification as Independent Variable, and Creative Self -Efficacy as Dependent Variable among Nursing Staff**

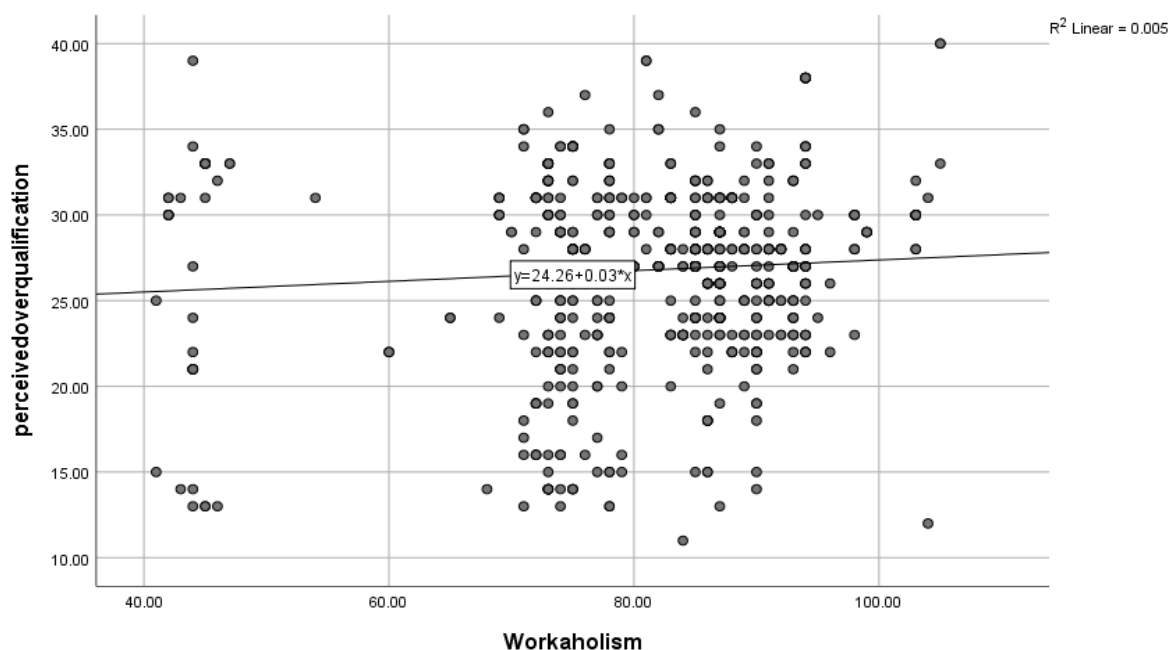


Figure (4): Correlation between Perceived Over- Qualification as Independent Variable, and Workaholism as Dependent Variable among Nursing Staff

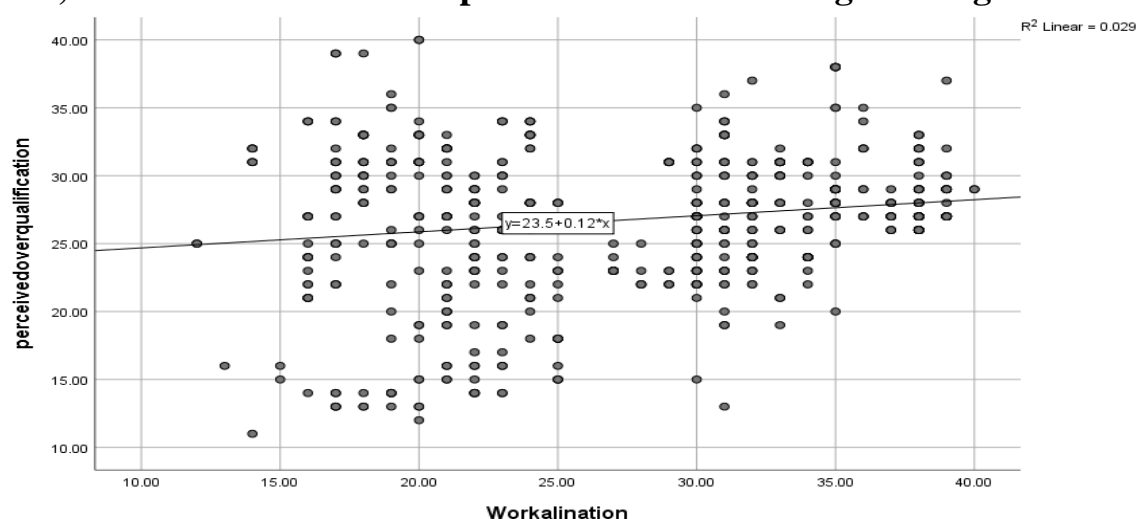


Figure (5): Correlation between Perceived Over- Qualification as Independent Variable, and Work Alienation as Dependent Variable among Nursing Staff

Discussion

Perceived over-qualification can lead to both positive and negative outcomes; however, current literature tends to emphasize the negative aspects more. This biased perspective can undermine the condition, potentially overlooking any positive results it may produce (**Dar & Rahman, 2020**). So, this study aimed to investigate perceived over-qualification among nursing staff, in relation to creative self-efficacy, workaholism, and work alienation.

Regarding perceived over-qualifications, the results of the present study showed that more than half of the nursing staff had moderate levels of perceived over-qualification. From the researchers' point of view, this could be referred to that majority of study subjects were staff nurses, bachelor's degree and had less than 10 years of experience.

Also, the current study result regarding levels of POQ among nurses and nurse managers could be attributed to internal perceptions that their knowledge and abilities are not fully acknowledged and feelings that their current position is preventing them from realizing their goals. Furthermore, they perceive their over-qualification favorably, think they can handle jobs unrelated to their career, or aspire to take the initiative to uphold a favorable self-image.

The current study results is congruent with **Arvan et al., (2019)** observed that the majority of study subjects hold

moderate levels of perceived over-qualification. Moreover, the results of **Guo et al., (2022)** who reported moderate average perceived over-qualifications among nurses and **Li., (2024)** who found that nurses had moderate levels of perceived over-qualification.

The current study found that slightly more than half of study subjects had a moderate degree of creative self-efficacy. From the researchers point of view, the participants in this study felt moderately confident in their abilities to be creative because they believe that they can overcome any challenges they face, be willing to try and solve problems as they emerge, have a greater sense of initiative, and remain quite persistent. They will also be quite sure of themselves and their abilities to think outside the box, come up with novel solutions to problems, and generally excel at what they do for a living.

This finding is congruent with **Ebrahim et al., (2020)** who founded that their study subjects had moderate self-efficacy. Furthermore, our findings were consistent with those of **Zhou et al., (2024)** who reported that creative self-efficacy among nursing team was at the moderate level.

However, this result is not in the same line with **Zhang et al., (2017)** who reported that nurses had low level of creative self-efficacy. Moreover, the result of current study is contradicted with **Handiyani et al., (2019)** who reported good self-efficacy among

Indonesian nurses. Additionally, **Wu et al., (2022)** found a high degree of creative self-efficacy among their nursing staff.

Concerning workaholism, the findings of the present study showed a low level of workaholism among the majority of nursing staff. From the researchers' points of view, this may be related to those workaholics frequently putting in long workdays that interfere with their personal and family lives. However, due to realization and experience gained through age and commitments (such as starting a family), nurses tended to organize their work schedule continuously to avoid any interference with family responsibilities and avoid unnecessary emersion in work-related duties.

These results were similar to **Pinheiro& Carlotto., (2018)** who revealed that there is a low level of workaholism among staff nurses. Also, this finding was matching with **Danuta, K. & Hundert (2019)** who indicated that staff nurses did not engage in excessive work hours.

Besides, these results were consistent with **Ariapooran, (2019)** who revealed that low percent of Iranian nurses were workaholics. And **Kasemy et al., (2020)** which demonstrated a reduced degree of workaholism among the health care personnel shown. Additionally, **Ruiz-Garcia et al., (2022)** who also discovered that nurses had reduced levels of workaholism.

In contrast, the study's findings did not align with those of **Nonnis et al., (2018)** who found severe workaholism among the subjects participated in their study. The results of **Borges et al., (2021)** also ran counter to this conclusion who found higher levels for workaholism among Portuguese nurses.

Another contradiction found in the study of **Adolfo et al., (2021)** who asserted higher workaholic tendencies level was found among Saudi nurses. Also, this result is not congruent with the findings of **Ali, Ahmed & Hasanien., (2024)** whose study revealed that over two-thirds of the staff nurses were extremely workaholic, with a little over a quarter being moderately so and the lowest number being severely so.

Concerning work alienation, the current study results displayed that the highest percentages of nursing staff had low levels of work alienation. This result may be due to the internal job feeling of nurses. Also, nurses seek to establish a connection with their workplace. They found that because of the positive relationships, they seldom experienced feelings of detachment while working. Having positive relational systems in place provides them with a feeling of belonging in their work environment.

This result was the same essence with **Ozer et al., (2019)** had reported similar results of low level of work alienation among nurses and nursing managers. In addition, **Amarat et al**

(2019) who stated low levels of work alienation among nurses. Also, **Khan et al., (2019)** revealed that Iranian nurses had low level of work alienation

However, **You et al., (2022)** found that nurses had moderate degrees of job alienation, which contradicts this conclusion. And the one by **Alfuqaha et al., (2023)** whose study findings revealed high levels of work alienation among nurses. Additionally, **Korkomaz & Torlak., (2024)** who reported moderate nurses' work alienation scores.

In terms of workaholism, perceived over-qualification, creative self-efficacy, and work alienation, the current study found statistically substantial variations among staff nurses and nurse managers. Nurse Managers had greater levels of perceived over-qualification and creative self-efficacy compared to staff nurses. This may be referred to their decision-making autonomy and ability to plan their work duty. However, work alienation was higher among staff nurses than nurse managers. This can be due to that nurses often find themselves in direct patient care scenarios where they face difficulties that intensify stress factors like heavy workload, emotional pressure, and risks to their health that might have contributed to increased work alienation among nurses than nurse managers.

Erdogan et al., (2022) found that managers had a high degree of

perceived over-qualification and creative self-efficacy, which was consistent with our results. Since a large number of managers have bachelor's degrees or above. In addition, there is a wide range of educational backgrounds among current employees holding similar managerial roles in the healthcare company. Also, Meadin academy, (2021) who concluded that perceived over-qualification, is a substantial issue between managers in the Chinese hospitality.

Regarding the association among the current study variables, the proposed theoretical model (relative deprivation) could be utilized in explaining the current study findings as follow: -

First, concerning the correlation between perceived over-qualification and creative self-efficacy, the findings of the present study displayed non-significant positive associations between perceived over-qualification and overall score of creative self-efficacy. From the researchers' point of view, overqualified nurses are often seeking opportunities to fulfill a sense of purpose and bring a more favorable work environment through engaging in creative activities, altering the context of their work, and introducing novelty and variety.

Along the same line, **Wang., (2018)** assumed that overqualified employees can complete tasks more quickly than their peers, allowing them more time and energy for deep thinking. Also, **Wei et al., (2020)** claimed that over-

qualified employees have extra time and energy is especially valuable for engaging in creative activities.

In addition, this result was consistent with **Chen et al., (2021)** who observed a strong positive link between their perception of their own qualifications and their confidence in their own creative abilities. Additionally, this result is similar to **Deng (2023)** whose study findings highlighted the favorable correlation between employees' perceptions of their own over-qualification and their careers' self-efficacy.

The previous findings were contradicted with, **Lin et al., (2022)** who asserted that people who feel overqualified usually resist making changes to established procedures or systems due to the high levels of stress and anxiety brought on by the prospect of losing resources and the disproportionate cost-benefit analysis of doing so.

Second, a positive correlation was observed among perceived over-qualification and total workaholism score. According to the researchers, the individuals who are high in their perception regarding over-qualification will be more likely to take on extra responsibilities that they feel will not be completed unless they take care of themselves rather than asking a co-worker or subordinate to take care of a task.

The previous results is in the same vein as **Lee et al., (2021)** concluded that workers who feel overqualified for

their positions may encounter both beneficial and detrimental impacts on their ability to complete tasks. On the one hand, nurses who feel that they have too much experience may face hostility and lack of enthusiasm from their co-workers. However, this staff also has a higher chance of developing the abilities required to do their tasks well or possibly developing workaholic tendencies.

The previous results contradicted with **Aziz et al., (2020)** who stated that workaholism is a phenomenon in which employees work excessively long hours because they feel compelled to do so. Work performance and substantial investment in human capital are negatively impacted by this excessive loss of individual resources, and as a result, people who are thought to be overqualified may choose not to participate in such activities in order to preserve their talents.

Moreover, this result was inconsistent with **Ye et al., (2017)** who indicated that perceived over-qualification leads to a form of underemployment in which individuals possess abilities, training, surplus skills, knowledge, experience, and other qualifications that are neither needed nor utilized in their jobs”.

Third, perceived over-qualification and work alienation were shown to be strongly associated, according to the current study's findings. According to the researchers, this could be because nurses’ perceived over-qualification prevents them from making full use of

their knowledge, experience, and skills, which in turn wastes resources and makes it harder to earn more resources.

When nurses feel overqualified, it can lead to a cascade of unpleasant emotions and actions on the job, including frustration, anger, emotional exhaustion, and a lack of personal resources. As a result, nursing staff may experience unpleasant feelings like job alienation because their expectations did not match their real working circumstances. Overqualified nursing staff may experience a loss of self-assurance, aversion to taking risks, and a generalized sense of alienation from their workplace if they do not feel supported by their institution.

This result was in agreement with this result was similar to that of **Wang & Wang., (2019)** who asserted that a perceived over-qualification impacted work alienation positively. In addition to these results, **Yu et al., (2021)** discovered that feelings of over-qualification were positively associated with feelings of emotional weariness and work alienation. Further, **Söylemez & Uslu., (2022)** who asserted that perceived over-qualification was linked with work alienation. Moreover, **He, & Zhou, (2023)** uncovered a favorable correlation of over-qualification and that feeling of alienation at work.

Conclusion

This study revealed the sophisticated relation between perceived over-

qualification, creative self-efficacy, workaholism, and work alienation among nursing staff. By considering low levels of workaholism and work alienation (as negative outcomes) and the positive correlation with perceived over-qualification, highlighted how perceived overqualified nurses could match their job roles and personal skills and experience to better adapt to their roles and reduce issues related to perceived over-qualification. Also, a positive correlation with creative self-efficacy demonstrated that the subsequent impact of perceived over-qualification mainly depends on how the organization manages and guides the behavior of overqualified nurses. Nurses who use their over-qualification as strength may exhibit more favorable outcomes on both an individual and organizational level.

Recommendations

At the nursing management level:

- Properly guiding and managing perceived overqualified nurses by hospital managers is important to make sure that they have the necessary resources to focus their extra effort and to employ their professional backgrounds and time on meaningful activities.
- Proper management of those who are perceived to be overqualified through talent management programs.
- Appropriate counseling and careful guidance through mentoring techniques for perceived overqualified nurses

-Installing job redesign and job reengineering strategies to be able to benefit from the different skills and qualifications of nurses.

-Providing career and professional development opportunities.

-Frequent assessment of levels of work alienation and workaholism between nurses through self-reflection is paramount to be able to design appropriate intervention programs.

-Create a motivational work climate through which overqualified nurses are willing to change the existing system and engage in creative activities without fear of losing their efforts.

At the research level:

-Further research studies are required to explore the antecedents and consequences of perceived over-qualifications, workaholism, and work alienation.

At the educational level:

-Providing training courses for undergraduate nursing students and nurses on job crafting programs to deal with incompatible working conditions and employing their skills and experiences successfully.

Conflict of Interest

The authors declare that the research was conducted in the absence of any commercial or financial relationships that could be construed as a potential conflict of interest.

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