

**THE MEASUREMENT OF PERCEIVED OVERQUALIFICATION AND THE  
RELATIONSHIPS AMONG PERCEIVED OVERQUALIFICATION,  
PSYCHOLOGICAL EMPOWERMENT, JOB SATISFACTION OF PRIVATE  
KINDERGARTEN TEACHERS**

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**ABSTRACT**

The main purposes of this study were to develop a theory-based measure of private kindergarten teachers' perceived overqualification, and explore the relationships among perceived overqualification, psychological empowerment, and job satisfaction of private kindergarten teachers. The totally 620 Taiwan private kindergarten teachers completed self-report Scale of Perceived Overqualification, Psychological Empowerment, and Job Satisfaction. The obtained data were analyzed by confirmatory factor analysis (CFA) and structural equation modeling(SEM), and the results are as follows: 1. The two factor measurement model of perceived overqualification performed adequate goodness of fit. The *two factors* are identified as Perceived Mismatch and Perceived No-growth. 2. The finding of cross-validation shows the Perceived Overqualification Scale has good stability. 3. Perceived overqualification was related to lower job satisfaction. 4. Psychological empowerment is moderator of the Relationship between perceived underemployment and job satisfaction. According to research findings, we have proposed suggestions for private kindergarten teachers' perceived overqualification' damage to job satisfaction and for researchers in the future.

**Keywords:** Job satisfaction, perceived overqualification, private kindergarten teachers, psychological empowerment.