

The relationship between underemployment and turnover intention with moderate and mediate analysis

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Abstract

The objective of this study is to analyze underemployment by investigating its relationship with turnover intention. Moreover, job deprivation was analyzed as a mediator for said relationship. In addition, the moderating role of job stress was also studied for underemployment and job deprivation. The sample comprises traffic police wardens from three cities i.e. Multan, Lahore, and Bahawalpur of Punjab, Pakistan, and the sample size was 499 respondents who were selected randomly. Data was cross-section in its nature. The CFA was carried out in SEM (Structural Equation Model), whereas the data was analyzed in SPSS. The results indicate that there was a positive and significant effect of underemployment on turnover intention. The findings also support job deprivation as an intervening mechanism for the relationship between underemployment and turnover intention. In addition, job stress acts as a moderator for the relationship between underemployment and job deprivation. The study concludes with a discussion, limitations, and future research directions including implications both for theory and practitioners.

Keywords: Human Resources, Turnover intention, output, Resources, Underemployment, Stress, Organizational Achievement.

1 Introduction

Astonishingly, a couple of studies have researched factors that can relieve the unfavorable impacts of underemployment given the gigantic effect they can have on people and associations. Maybe the most recounting these variables are practices of HR. As verified by Bayode et al. (2022), diverse practices of HR can relieve or reinforce the impact of ominous working conditions. Few practices of HR, which center around long-haul interest in workers, can prompt workers' responsibility and thus bring down the rate of quitting (Barret et al., 2021), though others. For instance, university or college graduates working in a café might be remunerated all around

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contrasted with secondary school graduates working in a similar eatery, yet may regardless feel denied when they contrast themselves with their group peers who are working in a bookkeeping firm. Ahmad (2023) suggested that when people need something that they don't have and they accept that they have the right to get it, they feel deprived (Martins et al., 2023). Studies have indicated that relative deprivation intervenes in the connection between underemployment and its results, for example, job satisfaction and aims to leave (Feldman et al., 2002), and numerous scientists have used the theory of relative deprivation to clarify why underemployed people are bound to leave (Edward et al., 2024). In line with this rationale, relative job deprivation has also been proposed as an intervening mechanism between underemployment and turnover intention relationship in the context of Pakistan (Jamal et al., 2024).

Occupation stress is more potential predictor that contributes to underemployment and turnover research. Work stress is an undeniably basic component of current life (AlMutawa et al., 2023). Inferable from an expanding effect of occupation just as stress i.e. psychosocial takes a shot at well-being and financial misfortune (Finney et al., 2013), research here has seen quick advancement in ongoing time (Martin, 1991). Working environment stress has become a typical issue for managers of HR (Leana et al., 1992). A fundamental speculation in the theory of stress is that psychosocial stressors in the workplace, for example, job pressure, absence of control absence of social help, and communication (Ohly et al., 2010). A physiological methodology conceptualizes work stress as a negative mental state that is the consequence of a response to the qualities of the workplace that appear genuinely and truly undermining (Orego et al., 2015). Representatives who experience significant levels of occupation stress are bound to be unfortunate, inadequately propelled, less gainful, and less security at work. Their associations additionally are more averse to prevailing in a serious market (Cuc et al., 2022). Stress at work can emerge from an assortment of sources and influence individuals in various manners. A negative connection between work stress and execution was brought about by those who saw activity stress as basic for the association and its representatives (Parker et al., 2010).

1.1 Objectives:

Following are the objectives of our article.

- a) To investigate the connection between underemployment and turnover intention.
- b) To investigate the mediating role of job deprivation between underemployment and turnover intention.
- c) To investigate the moderating role of job stress on the association between underemployment and job deprivation.

2 Literature Review:

2.1 Unemployment:

There have been broad terms explaining the deterioration of standardizing workers due to economic instability and lack of working prospects, such as insecure work and underemployment. While there is no strong consensus on their concepts (Robinson, 1994), scholars have operationalized underemployment to describe the experiences of employees in various ways in diverse fields such as economics, psychology, and sociology (Edward et al., 2024). Sub-employment is thus both normal and disproportionately dispersed, and its implications on well-being and its process are relevant to research goals. The UK analyses of the Annual Demographic Census (ADC) by Blanchflower, (2019) found that 'the bigger the expected change in hours the lower the amount of welfare. Well-being is also limited where employees feel that they are overqualified or are employed in work that does not allow them to make full use of their skills and knowledge (Friedland & Price, 2003). Allen et al., (2005) underemployment and well-being

surveys have historically been restricted to a select community of English-language nations, mostly Australia Wilkins (2007) and the United States (Friedland & Price, 2003). To the nature of their work (Barret et al., 2001). Several approaches have been used in this paradigm (Aurthur et al., 1992).

The approach to human capital Becker (1993) suggests that people make choices on spending their human resources through schooling and preparation to achieve economic benefits. The reactions of workers are the product of a contrast between their intellectual capacity and the conditions of their employment (Abdou et al., 2022). Adverse actions will proceed if they experience underemployment. The person-work fit approach indicates that negative outcomes derive from the lack of compatibility between the skills of workers and their task demands (Feldman et al., 2002; Oldham & Hackman, 2010).

In this analysis, youth in Pakistan were underused during the 1991-2004 period and underemployment was between 0.4% and 3.1%. The findings concluded that rural workers are half as likely as urban workers and are a little underemployed in terms of ILO and LFS concepts. The underemployment rate of women is equally twice that of men under the LFS description. The Ruiz-Quintanilla and Claes Community gathered knowledge from six separate countries to investigate the determinants of underemployment in young. Wooden et al. (2009) analyzed the impact of insufficient jobs (involuntary part-time and low-pay work) in the early 1990s on contextual variables like profession, ethnicity, the scale of industry, and labor market transparency.

Women are more likely than men to work for poor pay. The gap in position does not influence women's unintended part-time jobs. Factors of the labor market have greater effects than personal traits on the return of human resources (Ahmad Saufi et al., 2023). By contrast with the working conditions of employees working in other industry sectors, Edward et al., (2024) tried to identify the rate of underemployment among workers working in the extractive industries – agriculture, forestry, mining and fishing (Taylor et al., 2024). The research covered the various indicators of underemployment: unemployment, distressed jobs, unpaid part-time and working people. The findings of the logistical regression model have shown that in extractive industries the rate of underemployment is higher than in other sectors (Bayode & Duarte, 2022).

2.2 Stress:

The second form of stress is triggered by "episodic stress" as staff also recover from intense stress at work. Episodic stress is faced by those who are poor at the functional and emotional levels and cannot cope with new work (Samroodh et al., 2022). Thirdly, there is persistent stress stemming from regular, long-term, acute stress. It may lead to new employee rules or terms of employment, etc. It can be physical and include headaches, trouble with the stomach, palpitation, nausea, etc. Last but not least, it can also influence activity that involves substance use, irregular sleep habits, too little or too much feeding, etc. All of these serious costs to organizations for people who are in dire straits (Jamal et al., 2024)

It's been listed as a Martins et al. (2023) bad working conditions and low pay for workers working in the company, have shown that this is a cause of stress Morrison et al. (1971) Administrator accommodation with the opportunity to utilize sources of tension in the jobs done by supervisors, incompatibility with mates, dispute with top clients, and unequal demands in the workplace exposed by the gossip (Yongkang et al., 2014). The most critical aspect of the corporate structure and practices with stressful consequences has been identified for workers. Wooden et al. (2009) also concluded that low wages, salary imbalances, disproportionate workload, and hours of instability are the most frustrating for workers who have recognized these causes.

Excessive work stress has been shown to affect many emotional and physical health challenges for workers and to make companies financially costly. This is due to the high unemployment, reduced

productivity, absenteeism, higher health care and other reimbursement demands for problems and illnesses linked to stress (Hamiltor et al., [2013](#)), disruptive working behavior (Trakes et al., [2016](#)), low interpersonal engagement (Oreg et al., [2015](#)) and decreased happiness in the workplace were also related to this (Ohly et al., [2010](#)).

2.3 Job Deprivation:

Previous research has shown that feeling of relative deprivation is correlated with reduced work fulfilment (Feldman & Turnley, [2004](#)) and lower levels of institutional citizenship activity, and greater levels of turnover intentions. Jobs deprivation expectations suggest that critical psychological needs are not fulfilled. These needs include sovereignty, maturity, and relation, with the principle of self-determination, and individuals that are more likely to succeed under social-contextual circumstances that facilitate their growth (Allen et al., [2005](#)). Proactivity, vitality, and superiority are most commonly encountered in those settings. Expatriates can have trouble prospering with their assignment, given that they see their foreign roles as a way to promote their inherent advantages (Gartrell et al., [2022](#)) if their needs about liberty, expertise, and communication are not satisfied. The sense of freedom drives human behavioral experimentation, which contributes to feelings of energy and learning at work (Edward et al., [2024](#)).

The relative principle of deprivation implies that when people are robbed of something they believe that they are entitled to (Cuc et al., [2022](#)). The root of relative deprivation lies in social comparison as it is integrated into social networks which determine similarities with others (Gartrell [2002](#)). The relative deprivation model of Wilkins ([2007](#)) describes multiple decisions that contribute to disappointment with the effects that they experience. Two judgments apply especially to our research:

- a) The result people expect and what they get and
- b) People always believe they do earn or have the right to more.

There is a difference in our sample. Overall, the principle of relative deprivation and self-determination is very applicable to our research as both describe how workers judge their working conditions and their behaviors and performance. The fulfillment of the psychological needs of sovereignty, maturity, and connection would facilitate development in particular, according to the principle of self-determination (Becker et al., [1993](#)) Integrating it with the principle of relative deprivation, we propose that satisfaction for expatriates of these three essential needs is crucial for the successful expatriate.

2.4 Turnover Intention:

Three basic variables that cause an employee to continue were established by Chiang et al. ([2010](#)) ties to other persons and organizations, perceived person-environment match, and the risk or loss of no longer working in the company. No research used social embeddedness theory in the turnover study in the context of public organizations and found a strong reverse correlation between pull-to-stay power and the removal of workers. Feldman et al. ([2002](#)) found that significant factors in decreasing the amount of turnover are the perceived degree of congruence between employees and public institutions and the extent to which employees have favorable relationships with managers and co-workers. The theory of reasoned action (TRA) and the theory of planned behavior (TPB) advocate the use of turnover intent to forecast turnover behavior.

Zellars et al. ([2006](#)) outlined and checked their relationship with the average turnover rate of each department for the recorded turnover goal of federal staff at the agency level. There was no help for the hypothesized partnership. Further analyses of regression found that turnover-intent and real turnover variables are not quite the same. The author indicated that the decision to leave could not lead to an organization's eventual departure. More longitudinal analysis is also required in public

institutions on this relationship.

The TRA and TPB give good reasons for the correlation between the plan to sell and the actual voluntary sales behavior. However, the results of work satisfaction can also vary according to the form of plan to exert turnover. For example, Whitford and Lee, (2015) find that commitment to staff, speech, and other employee behaviors impact the risk of departure or turnover. The effect of allegiance and speech varies, however, depending on the choice of exit (retirement, move to a new agency or leaving outside the federal government). Thus, we also examine the effect of work satisfaction on a individual who wants to resign, resign the federal government and retire against stays with another federal department.

2.5 Theoretical Framework:

Analysis has shown that perceived underemployment and plans to quit a career are linked repeatedly and in a negative way (Feldman, 1996; Feldman & Doeringhaus, 1992; Feldman et al., 1994).

Employees who felt they were underemployed recorded more plans for turnover and decided to leave their jobs before those who felt not underemployed (Hamilton 2013). For example, Abdou (2022) stated that underemployed college graduates were preparing to leave their jobs and did not wish to continue for more than one year in their current employment. Feldman et al., (2002) found that small managers reworked in lower ranks were underemployed and had higher distribution plans. Feldman et al. (2002) and Hamilton, (2013) have found that the perceived underemployment and turnover intentions in Canada have an important correlation between immigrant workers, which results in higher levels of perceived sub-employment. In line with above research findings, we hypothesized that;

2.6 Conceptual Framework:

This study aims to explore association between underemployment and turnover intention in the presence of job deprivation and job stress as a moderator

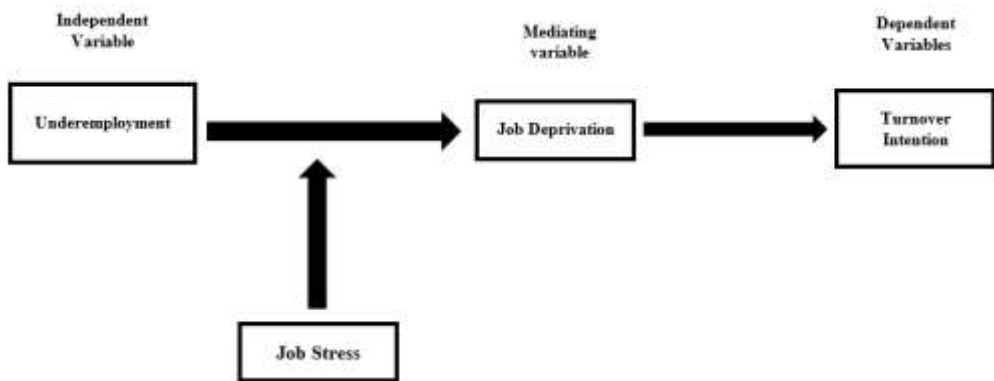


Figure 1: Theoretical framework

3 Variables Explanation:

3.1 Underemployment

Underemployment was evaluated by utilizing scale which comprises of 8-items created by (Allan et al., 2017). Examples of the items are “My pay is less than other people with my qualifications,” and “My status at work is lower than I deserve.”

3.2 Job Stress:

9-items scale created by Ahmad et al. (2023) was utilized to gauge job stress in the wardens of traffic police. Examples of items include, “Managers not aware enough of employee stress”, and “Significant absenteeism due to stress.”

3.3 Job Deprivation:

Job deprivation was accounted for by utilizing a 3-items scale created by Nunaly et al. (2024). Examples of the items are “I am encouraged by my seniors to teach juniors about organization’s culture”, and “I get more respect from other people in the organization.”

3.4 Turnover Intention:

Turnover intention was accounted for by utilizing 3-item scale created by (Akgunduz et al., 2018). Examples of the items are “I plan on leaving my job within the next year.”, and “I want to remain in my job.”

4 Hypothesis:

H1: Underemployment positively and significantly associates with the turnover intention.

H2: Job deprivation mediates the association between underemployment and turnover intention.

H3: Job stress moderates the positive association between underemployment and job deprivation in such a way that if job stress high then this association would be more strengthen

4.1 Research Gap:

In the light of existing literature, we argue that the proposed relationships as indicated in the model have less empirical investigation in contexts like Pakistan, particularly the moderating role of job stress between underemployment and job deprivation relationship is never investigated earlier. This study aims to fill these gaps in three ways. First, using relative deprivation and equity theory, this study examines the effects of underemployment on turnover intentions of traffic police wardens here in Pakistan. In particular, it is contended that practices of HR that furnish workers with profession improvement openings (for example inside employing) alleviate the negative impact of underemployment, while cost-control practices of HR (for example: hiring less workers that results in extended hours of duty for existing employees) reinforce the impact (Almutava et al., 2023).

By looking at explicit HR rehearses, this examination adds to the little however developing writing on the states of underemployment and gives proof to associations about how to address the conceivably destructive impacts of underemployment. Second, this study adds job deprivation as an intervening mechanism between underemployment and turnover intention in Pakistani context. Most existing studies examine the effects of underemployment on employee attitude (Allen, 2005) while little is known about whether underemployment affect the turnover intentions through the mechanism of job deprivation (Samroodh et al., 2022) Recent research has begun to investigate the effect of underemployment on employees’ intention to quit. For example, Wald, (2015) predict that employees may leave the organization when their employers do not offer them the remuneration they deserve. Finally, this study contributes to the literature by introducing the job stress as an important moderator between underemployment and job deprivation relationship.

4.2 Research Question:

In view of the above stated research gap and the statement of problem, this investigative work expects to find out the appropriate answers of the under referenced inquiries:

- a) Does underemployment have significant impact on turnover intention?
- b) Does job deprivation mediate the relationship between underemployment and

turnover intention?

- c) Does the job stress moderate the relationship between unemployment and job derivation in employees?

5 Research Methodology:

5.1 Time Span:

Data for all factors of this thesis has been gathered from wardens of traffic police working in Multan, Lahore, Bahawalpur (three significant urban communities of Punjab, Pakistan). It took nearly three months to gather data from the respondents and its nature was cross-sectional

5.2 Population:

Data has been gathered through close relatives and friends contacts, acquire self-reactions of polls. The researcher through said contacts reached various officials of traffic police in these three urban communities and educated them all insights regarding this current examination. Subsequent to getting the assent from these officials I requested the subtleties of various police wardens to evade inconvenience, I educated police wardens about the current exploration and welcomed them to fill the polls exclusively for the investigation. I additionally offered them to give them the consequences of the exploration after finish of study as a consolation for cooperation.

5.3 Sample Size:

sampling area was of Multan, Bahawalpur and Lahore cities and questionnaires were got filled from 543 traffic wardens and out of which 499 were found correct and included in the analysis.

5.4 Technique:

Investigation was directed in cross-section way because of time and budgetary impediments. There is probability of common method bias (CMB in cross sectional investigations (Taylor et al., [2024](#)). CMB happens when varieties in reactions are brought about by the instrument instead of the genuine inclinations of the respondents that the instrument endeavors to reveal. As such, the instrument may present a predisposition, subsequently fluctuations, which social scientists will examine. Thusly, the outcomes we get might be defiled by the 'noise' originating from the biased instruments. Probably the least difficult approaches to test CMB, we did Harman's single factor score, in which all things (estimating latent factors) were stacked into one regular factor. According to theory, if the total variance for a solitary factor is under half i.e. 50%, it recommends that CMB doesn't influence the collected data in cross-section manner, thus the outcomes. In accordance with this, the outcomes from data by utilizing Harman's single factor factor score affirmed that there was no issue of common method bias as the difference for a solitary factor was 22.01 %.

6 Results and Analysis:

6.1 Demographic analysis:

Here in this section, we will explain about the demographic information in detail.

Gender

Table 1: Name of Variables

Name of Variables.	Number of Item(s).	. (α)
Underemployment	8	.72
Job Stress	9	.77
Job Deprivation	3	.78
Turnover Intention	3	.76

The table introduced underneath portrays that guys are overwhelmed in common laborers of

Pakistan just as police office as 474 were male which comprised 95 % of the example and 25 were female which established just 5 %.

Age:

Table 2: Gender of Respondents

	Frequency	Percentage	Valid Percentage	Cumulative Percentage
Male	474	95.0	95.0	95.0
Female	25	5.0	5.0	100.0
Total	499	100.0	100.0	

Table portrays factual aftereffect of various age composition. As per the obtained reactions 293 respondents had a place with age group of 21-30 years, 103 respondents fall in the age group of 31-40 years, 56 respondents fall in the age of 41-50 and just 47 respondents lied in the age of 50 or more.

Table 3: Age of Participants

	Frequency	Percentage	Valid Percentage	Cumulative Percentage
21-30 Years	293	58.7	58.7	58.7
31-40 Years	103	20.6	20.6	79.4
41-50 Years	56	11.2	11.2	90.6
51-60 Years	47	9.4	9.4	100.0
Total	499	100.0	100.0	

Table number 3 portrays factual aftereffect of various age composition. As per the obtained reactions 293 respondents had a place with age group of 21-30 years, 103 respondents fall in the age group of 31-40 years, 56 respondents fall in the age of 41-50 and just 47 respondents lied in the age of 50 or more.

Qualification:

Table 4: Qualification of Participants

Academic detail	Frequency	Percentage	Valid Percentage	Cumulative Percentage
Matric	46	9.2	9.2	9.2
Intermediate	252	50.5	50.5	59.7
Bachelors	132	26.5	26.5	86.2
Masters	69	13.8	13.8	100.0
Total	499	100.0	100.0	

As per the segment results introduced in Table 5.3, 46 respondents had Matric level qualification, 252 respondents got Intermediate degree, 132 respondents had Bachelors level and 69 respondents had Masters Level of education.

Experience:

Table 5: Experience of Participants

Years vise experience	Frequency	Percentage	Valid Percentage	Cumulative Percentage
1-5 years	139	27.9	27.9	27.9
6-10 years	185	37.1	37.1	64.9
11-15 years	109	21.8	21.8	86.8
16-20 years	52	10.4	10.4	97.2
21 and above years	14	2.8	2.8	100.0
Total	499	100.0	100.0	

The experience of respondents was likewise recorded, which is the absolute time went through with the specific division. As indicated by the reactions, 139 respondents had the base experience level among the respondents for example 1 to 5 years, 185 respondents had work understanding between 6 to 10 years. 109 respondents had work understanding between 11 to 15 years. There

were 52 respondents having experience of 16 to 20 years and just 14 respondents who had over 21 years of experience.

Sample Analyses:

Table 6: Descriptive, Statistics

	No.	Min.	Max.	Means	Std. Dev.
Underemployment	499	1.00	5.00	3.32	.62
Job Stress	499	1.22	5.00	3.39	.62
Job Deprivation	499	1.33	5.00	3.41	.83
Employee's Turnover Intention	499	1.00	5.00	3.47	.79

These measurements give the compact synopsis of institutionalized estimations of the variables. This examination mirrors the size of sample, minimum & maximum values, value of mean and std. dev. of the collected feedback of the respondents i.e. police wardens in the city of Multan. The names of study variables, quantity of wardens, and minimum, maximum values of the responses, means and Std. Dev. have been shown in the 1st, 2nd, 3rd, 4th, 5th and 6th columns of table 5.5.

Respective statistics of all four variables of proposed model have been presented in table 5.5. There were 499 total respondents in this study. The means and std. dev. values of underemployment (IV), Job Stress (Moderator), Job Deprivation (Mediator) and Employee's Turnover Intention (DV) have redirected as mean value is 3.32 & standard deviation of DV is 0.62, mean = 3.39 & std. dev. = 0.62 as same as TV and JS, mean = 3.41 & std. dev. = .83 and mean = 3.47 & std. dev. = .79 respectively.

6.2 Correlation Variables:

The examination of correlations shows connection between two factors (demonstrated by level of importance) and the bearing of the relationship (showed by positive or negative signs). Positive sign shows that both the factors are moving a similar way and negative sign cases that factors have inverse developments. Pearson correction investigation is utilized to ascertain correlation coefficient. The estimation of coefficient lies between +1.00 to - 1.00. Zero worth demonstrates no relationship between factors."

Table 7: Correlations

	1	2	3	3
1. Underemployment	1			
2. Job Stress	.555**	1		
3. Job Deprivation	.396**	.549**	1	
4. Employee's Turnover Intention	.418**	.521**	.531**	1

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

According to Table 5.7, underemployment is positively and significantly correlated with job stress ($r = .55, p < 0.01$), job deprivation ($r = .39, p < 0.01$) and ETI ($r = .41, p < .01$). Job stress is positively and significantly correlated with job deprivation ($r = .54, p < .01$) and ETI ($r = .52, p < .01$). Whereas job deprivation is also positively and significantly correlated with employee's turnover intention ($r = .53, p < .01$).

6.3 Regression Analysis:

Table 8: Regression Estimation for Impact of Underemployment on Employee's Turnover Intention

Predicting Variable	Outcome Variable	Employee's Turnover Intention	
	B	R ²	ΔR
Main Effect: Underemployment (IV)	.53***	.17	.17

The above table representing regarding the "regression analysis". It displays the result of the

regression analysis wherein underemployment has a strong relationship with ETI with a beta value .53. The results are displaying a positive value of beta which shows that underemployment is positively and significantly related to employee's turnover intention ($\beta = .53$, $t = 10.27$ and $\Delta R^2 = .17$). Therefore, the results supported the first hypothesis of the current study that underemployment is positively and significantly related to employee's turnover intention.

Findings:

Empirical research has demonstrated that all proposed theoretical model relationships have been supported in the analysis. After the analysis of the data, this chapter addresses the findings presented. The findings of the thesis establish an interpretation of all these variables' theoretical model. The statistical analysis was performed through SPSS and AMOS, which demonstrate interesting findings, to be discussed in the next section.

The findings of this study have shown that under-employment and turnover intentions are positively and significantly linked. These results indicate that with the growing underemployment (H1) the attrition purpose of road guards is being increased. Results of these studies are in line with previous research findings Feldman studies in [1996](#), Feldman & Doeringhaus, [1992](#), Hamilton ([1994](#)), Feldman et al. [2002](#). Workers of any underemployed organization would more definitely think about losing their jobs.

7 Conclusion:

In addition, this research also indicates a useable mediating process between the purpose of underemployment and turnover. These results also support the previous findings in the Pakistani sense (Oldham et al., [2010](#)). Employees are more likely to assume that they have fewer chances within their divisions to advance their jobs, and are less likely to view their bosses as equal and exploitative. Consequently, they are more likely to abandon their employers. Present literature on the impact of underemployment indicates that underemployed workers may leave the organization (Wald, [2015](#)), but the motives and attitudes do not necessarily reflect the real actions of the underemployed (Ohly et al., [2010](#)). It is verified that there is a beneficial relationship between the purpose of underemployment and attrition and also as a mediating factor in the presence of work deprivation. In addition, this research further points to the moderating role of work stress amongst underemployment and work deprivation relationships. In conclusion, the research shows that job stress moderators, along with underemployment, have a greater influence on job deprivation.

7.1 Limitations and Future Direction Research:

First, in order to give a clear view of employees' underemployment and turnover intention, data from other industries should be taken and equate them with data from the Pakistan Police Force. Second, the data were taken from the collectivist community of Pakistan. There is a problem of generalizability, however, and the conclusions are only relevant. In order to generalise the outcomes, future studies can resolve this problem in the individualistic community. Thirdly, several other antecedents need to be reviewed in prospective research studies for more detailed findings, which have not been taken into account in the present analysis. Finally, some of the possible mediating and moderating factors between the relationship of underemployment and turnover intention must be discussed in future study studies and the sample size should also be expanded for more detailed outcomes.

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