THE ROLE OF UNDEREMPLOYMENT IN TURNOVER INTENTION THROUGH JOB DEPRIVATION AND JOB STRESS: A MULTIPLE MEDIATION MECHANISM

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ABSTRACT

Mainly determination focused on examining the 'underemployment 'via exploring its relationship with 'turnover intention'. Furthermore, the other variable 'job deprivation' was analyzed as a mediator for said relationship. In addition, the moderating role of 'job stress' was also premeditated for underemployment and job deprivation. Our targeted audience for this research article was "Traffic Police Wardens" (TPW). We have collected sample data from three cities of Punjab province (1) Lahore, (2) Multan, & (3) Bahawalpur. The population was the whole of Pakistan. Data was collected with the help of a questionnaire via cross-sectional data. 600 were distributed and received N= 499 which were completed by all aspects. The CFA was carried out in SEM (Structural Equation Model), whereas the data was analyzed in SPSS, on the 22nd version. The statistical analysis of this research article retrospection that Cronbach alpha (α) > 0.72 among all variables which are presenting the highest reliability. Further, we check the correlation of the variables among each other, and we found that the dependent variable (DV) is positively correlated to independent variables (IV) because 'underemployment in turnover intention is positively correlated with job deprivation and job stresses. Results of this research article demonstrate that correlation values were r = >0.5 and Regression's values p = <0.01. It indicates 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 relation of 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: Job Deprivation, Job Stress, Turnover Intention, Underemployment.

JEL Classification Codes: O15.

INTRODUCTION

Most of the HR professionals and researchers have used the theory of relative deprivation to clarify why underemployed people are bound to leave (Erdogan & Bauer, 2009). In line with this rationale, relative job deprivation has also been proposed as an intervening mechanism between underemployment and turnover intention relationships in the context of Pakistan. Underemployment is among such indicators which cause intention of turnover within workers at workplace (Erdogan & Bauer, 2011), also stated by Wang (2018). The same scenario was stated by Feldman (1996) consolidated different points of view of underemployment with five measurements:

- Having more educational qualification than a requirement of the present position;
- Higher abilities and professional training than work requires;
- Being automatically occupied with shaky business;
- Being automatically utilized outside of their region of instruction, preparing, or aptitude;
- Gaining less wages than their past activity or friends. Underemployment is predominant and it involves expanding worry for nations around the world (Wang, 2018). Underemployed specialists/employees are discontents with their positions. They are less drawn in grinding away and they are bound to leave their companies (Feldman, Doerpinghaus, & Turnley, 1994). Underemployment may likewise antagonistically influence one's personal satisfaction. It has as of late been discovered to have decidedly

corresponded with discouragement and liquor misuse (Dooley et al., 2000), also stated by Dooley and Prause (1998), and adversely associated with life fulfillment (Woodens et al., 2009) and Wilkins (2007).

LITERATURE REVIEW

In the literature review session, here we will give the literature of all variables individually.

Underemployment

This means that employees are working part-time but desire full-time jobs. Over the past decade, this phenomenon, widely referred to as 'involuntary part-time work,' has become more prevalent in most European countries, especially in Greece, Spain, France, Italy, Cyprus, Hungary, Portugal, and Slovakia stated by Heyes and Tomlinson (2020).

Job Stress

Stress was split into three parts: Acute, Episodic and Chronic Stress by researchers. 'Acute stress' is and is the most common approach to the problems facing an individual/employee. Some people are challenged for something to be won, but some are stressed. 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. Thirdly, there is persistent stress stemming from regular, long-term, acute stress. It may lead to new employee rules or terms of employment, etc. Mission requests (professional group, repetitive work, and work on potential uncertainty) are listed differently by different writers (Kroenke, 1974), also articulated by Lam and Zhang (2003). Stress in the workplace harm workers (anxiety, depression, and health problems) as well as the company (increased pace of job leave, sick leave and decreased enthusiasm and morale of low level of service, bad reputation by Chiang et al. (2010), same stated by Motowidlo et al. (1986), as well as articulated by Blase (1986).
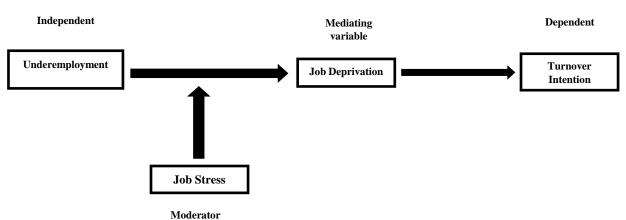
Job Deprivation

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 (Deci & Ryan, 2000). 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. Interpersonal comparisons typically result in attitudes at individual levels and group comparisons result in group responses (Walker & Pettigrew, 1984). Researchers have identified relative impoverishing as egoism personal and brotherhood group in two styles following (Runciman, 1966), that was stated by Elleman and Bos (1998), it was clearly mentioned by the other researcher (Foster & Matheon, 1995), that was also articulated by Kawakami and Dion (1995).
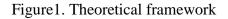
Turnover Intentions

Turnover is commonly defined as 'an employee's movement out of an organization (Coomber & Barriball, 2007), and it also refers to the information or thoughts of employees about leaving the job Akgunduz and Eryilmaz (2018). There are two forms of redundancy that vary in regard to whether the employee or the contractor takes the decision to end the working arrangement,

voluntary and involuntary redundancy Shaw et al. (1998). These variables decide the level of commitment of a person to their work environment, which is typically reflected in the organization by the social networks Mitchell et al. (2001).

THEORETICAL FRAMEWORK

Figure1. Theoretical framework

HYPOTHESIS

H_1: Underemployment positively and significantly associates with turnover intention.
H_2: Job deprivation mediates the association between underemployment and turnover intention.
H_3: 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.

RESEARCH QUESTIONS

In view of the above-stated research gap and the statement of the problem, this investigative work expects to find out the appropriate answers to the under referenced inquiries:
- Does underemployment have a significant impact on turnover intention?
- Does job deprivation mediate the relationship between underemployment and turnover intention?
- Does job stress moderate the relationship between unemployment and job derivation in employees?

RESEARCH METHODOLOGY

The current research article follows a quantitative methodology. The current examination depends on circumstances and logical results relationship and directional hypotheses are created. It took nearly three months and its nature was cross-sectional data. The targeted population of this article was the Punjab province. The researcher through said contacts reached various officials of traffic police in these three urban communities and trained them all. Bahawalpur and Lahore cities and questionnaires were got filled from 600 traffic wardens and out of which 499 were found correct and included in the analysis. The examination was directed in a cross-section way because of time and budgetary impediments

Reliability Analysis

The scales' reliability of each factor/variable of this investigation. Cronbach's alpha of all factors was distinguished through dependability investigation. Cronbach's alpha shows the consistency and immovable nature of the scale used for assessment. It's worth should be more vital than 0.7 an internationally famous stated by Nunnally and Bernstein (1994).

Table 1. Results of Cronbach's Alpha

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

Data Analysis Technique

The impact of underemployment on employee turnover intention with the intervening role of job deprivation and the moderating role of job stress has been explored in this study. This research showed the variables' association/relationship by the mean of various statistical tests using SPSS, MS-Excel, and AMOS software/programs; these include correlations test, CFA test, and regression analysis.

Demographic Description

The below table introduced underneath portrays that guys are overwhelmed in common laborers of Pakistan just as police officers as 474 were male which comprised 95 % of the example and 25 were female which established just 5 %.

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	

RESULTS AND DISCUSSION

Confirmatory Factor Analysis (CFA) Using Structural Equation Modeling (SEM)

All the four variables used in the study i.e. underemployment, job stress, job deprivation, and employee turnover intention were answered by employees, therefore it becomes essential to establish whether respondents perceived these construct distinct from one another and the model was fit for the purpose or not. Accordingly, CFA by using the Amos software of IBM was carried out to check the variables' discriminant validity, through a structural equation model.

Anderson and Gerbing, (1988) suggested that the values of chi-square statistics and fit indices of RMSEA CFI, IFI, and TLI are required for the overall fitness of the model. Schumacher and Lomax (2004) alluded that the value less than 3 of chi-square/df indicates a good fit of the model. It was said by the scholars Hu and Bentlers (1999), alluded that the value less than .06 of RMSEA shows model's good fit, whereas, its value between .06 to .08 and .08 to .10 indicate fair fit and mediocre fit respectively and Byrne (2001) suggests that if this value is

more than .10, it indicates poor fit of the model. Anderson and Gerbing (1988) suggested that values of CFI, IFI, and TLI are equal to or higher than .90 predict a model's good fit.

Table 3. Results of CFA

	Chi-square test value	RMSEA.	IFI.	TLI.	CFI.
Initial Values	2.98	.06	.82	.79	.82
Final Values	1.98	.04	.91	.90	.91

Initially, the value of chi-square test value is 2.98, "which indicates that there is a good model fit (less than 3), RMSEA (.06) indicates good fit (between .05 to .08) has been reflected in table 5.6. Values of TLI (.82), IFI (.82), and CFI (.79) were a bit below the permissible limit. Whereas, by correlating the error terms, the values of TLI (.90), IFI (.91), and CFI (.91) improved up to the permissible threshold. The full CFA model adequately fitted the data well as shown by the results of CFA."
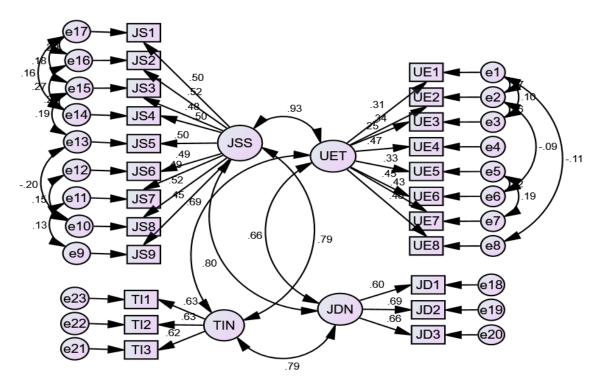

Figure 2. Diagram of CFA

Correlation Analysis
"The examination of correlations shows the connection between two factors (demonstrated by the level of importance) and the bearing of the relationship (showed by positive or negative signs). The 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 the correlation coefficient. The estimation of coefficient lies between +1.00 to - 1.00. Zero worth demonstrates no relationship between factors."

Table 4. Correlations

	1	2	3	3
Underemployment	1			
Job Stress	.555**	1		
Job Deprivation	.396**	.549**	1	
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).

Regression Analysis
In quantitative research methods, the most widely used analysis is regression analysis. A research study that includes the modeling and analyzing a number of variables and in which the relationship of a dependent variable with different independent variables are to be tested, regression analysis is being done. It can be also said that in order to make an assessment about the kind of relationship between a number of independent variables and the dependent variables. In the regression estimation, the outcome variable is indicated with Y, and predicting variables are indicated with X. The estimation of correlation is done to test the association between the variables whereas the estimation of regression is done to forecast the outcome variable (Y) from the predicting variables (X). The estimation of regression is also carried out to know about the reliance of variables on each other. The dependent variable (Y) is regressed on the independent variable (X). The regression line is used to reflect the connection between IV & DV. The β value informs about the variance in the outcome variable by the one-unit variance in the predicting variable. The value of β can be both positive and negative. In the regression analysis, the R^2 and adjusted R^2 are also computed which tells about the variance in the dependent variable due to the independent variables."

FINDINGS

More precisely, stress symptoms will only arise if the condition is evaluated as dangerous or otherwise challenging and inadequate resources are available to deal with the situation Cohen et al. (1983), assuming the traumatic reaction often relies on personal and contextual influences. Then, according to a person-situation relationship viewpoint, work stress is seen as an individual product of intimate, behavioral, contextual, and role-related influences (Hart & Cooper, 2001), that was also articulated by Kahn and Byosiere (1992), the same scenario was explained by the Snyder and Ickes (1985) for a full philosophical frame on this viewpoint). This component was generally analyzed in previous studies by evaluating the perceived stress of individuals (Cohen et al., 1983) traumatic aspects of job-defined stressors, and the reputed effects of stressor exposure called strains by Spector and Jex (1998). In reality, stress contributes to an increase in cognitive structuring, described by Neuberg and Newsom (1993) as the development and use of abstract mental representations (i.e., prototypes, attitudes, and stereotypes of schema), according to Kruglanski and Webster (1996). Therefore, our hypothesis that work tension is a cause that may

reinforce the association between underemployment and workplace scarcity is confirmed in several respects.

IMPLICATIONS

The study also exposed the impact of underemployment on turnover intention. Hence, it showed the importance of setting strategies by the police department to overcome the underemployment so that the turnover intention among the traffic wardens will decrease. The current research findings also contribute to the existing knowledge by exploring the potential moderating effect of job stress in the association between underemployment and turnover intention. The results of the present research study will help to understand a real scenario for Pakistani police departments by understanding the mediating mechanism of job deprivation in between the relationship of underemployment and turnover intention among traffic wardens in Pakistan.

LIMITATIONS AND FUTURE RESEARCH

The current research thesis focused comprehensively on the negative effects of underemployment in Pakistan's police growth, with little restrictions that researchers need to fix in the future. 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 generalize 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.

CONCLUSION

By summing up the whole conversation, in this study we found that show that under-employment and turnover intentions are positively and significantly linked. These results indicate that with the growing underemployment the attrition purpose of road guards is being increased. The results of these studies are in line with previous research findings Feldman studies. Workers of any underemployed organization would more definitely think about losing their jobs. Turnover intention or intention to quit has been conceived as a conscious and deliberate plan to leave the organization. That's why according to our study, all hypotheses of this research were accepted. The results show that underemployment is positively and significantly related to turnover intention. The result indicates that there is a partial mediating role of job deprivation between underemployment and turnover intention. The results were also evident for the moderating role of job stress in the relationship between underemployment and job deprivation.

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