

Underemployment can be frustrating

Being underemployed can be a frustrating experience, considering someone is not given work or responsibility commensurate with qualification or experience. But there are ways to get around it.

Identify the reasons

Do some stock-taking on why you are not given work. Is it because the boss likes or trusts someone else? Or, have you done something unacceptable? "Take responsibility rather than asking for it.

If bosses see that you really want to work, there will be no dearth of assignments,

Upgrade your skills

This may be the perfect time to enroll for that part-time professional course or go in for a distance-learning one. However, this applies only if you are underqualified.

"If someone is overqualified and underemployed, they can improve their communication and influencing skills by enrolling in a workshop or training,

Opt for challenges & multitask

The best way to get noticed by the bosses is to opt for a transformational project within the company. Contributing to cross-functional projects is another good option,

"This could be projects around quality enhancements or product development. It could be a fitting way to prove one's worth,"

Think before you quit

A person who is underemployed can be desperate to make a switch. But it is always better to mend relationships in the current job, create a positive image and then look for a change.

Otherwise, there are possibilities of a negative comment by the boss during reference checks. "Any role or job has its own dimensions, at times not optimally exploited by the professional.

One can try and take a re-look, and this can be more satisfying,

Skip online games

The worst damage to your image could come from playing online games or being on Facebook the whole day.

Spend your spare time getting to know about the company, reading about the industry and competitors. Build a relationship with other colleagues. Or do constructive jobs like working on CSR projects.