Response to Reviewer Comments

Dear reviewer:

Thank you for your valuable comments on our manuscript. Those comments are extremely valuable to our paper, and significant to our researches. We have studied comments carefully and have made correction which we hope meet with approval. We use the 'Track Changes' function in Microsoft Word and revised portion marked in red in the paper. The following is the specific modification instructions, please review them.

Best wishes to you!

Point 1: "In Table 1, write the variables questions."

Response 1: We have modified the abbreviations in the items to use the initials of the variables, as shown in Table 1 in red.

Table 1. Results of confirmatory factor analysis of variables.

Constructs	items	Factor loadings	Cronbach's α	CR
Perceived overqualification	PO1	0.667	0.706	0.7134
	PO2	0.551		
	PO3	0.675		
	PO4	0.581		
Felt trust	FT1	0.618	0.724	0.7308
	FT2	0.730		
	FT3	0.717		
Innovative behavior	IB1	0.641	0.760	0.771
	IB2	0.645		
	IB3	0.691		
	IB4	0.661		
	IB5	0.529		
Ability face pressure	AFP1	0.741	0.784	0.7924
	AFP2	0.688		
	AFP3	0.748		
	AFP4	0.614		

Point 2 "Show the output of the Amos software model."

Response 2: After our discussion and thinking, we have added Amos' model data and elaborated on the model, which can be seen in red below.

In this study, we used structural equation modeling to verify the mediating effects. The optimal model was found by comparing a theoretical model, a nested model and an alternative model. Perceived overqualification had a direct effect on employee innovative behavior in the theoretical model, while the difference between the nested model and the theoretical model was that the direct effect did not exist in the nested model. The difference between the alternative model and the theoretical model was that there was no mediating effect in alternative model, that is, perceived overqualification and felt trust both affected employee innovative behavior directly. First, by comparing the model indexes of the theoretical model and nested model, we found that the fit indexes of the theoretical model, the nested model and the alternative model met the requirements, but the degree of fit of the theoretical model was relatively good. By comparing the chi-square changes of the theoretical model and the nested model, we found that the chi-squared value had changed significantly

($\Delta\chi^2$=6.448, Δdf=1), and comparing the chi-square changes of the theoretical model and the alternative model, we found that the chi-squared value had changed significantly ($\Delta\chi^2$=19.460, Δdf=1). Following the above analysis, we concluded that the theoretical model was the optimal model for this study, and specific data are shown in Table 4.

Table4. Fit indexes of the theoretical model, nested model, and alternative model.

Model	χ^2	df	χ^2/df	CFI	TLI	IFI	RESEA
Theoretical model	63.307	48	1.319	0.976	0.968	0.977	0.038
Nested model	69.755	49	1.424	0.968	0.957	0.969	0.044
Alternative model	82.767	49	1.689	0.948	0.930	0.949	0.056

Point 3"Avoid unnecessary self-citation."

Response 3: After our revision, a large amount of literature was replaced. The specific content is:

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