

The Relationship between Plateauing in Occupational Progress and Physical Exhaustion of Employees in Social Welfare Organization In Rafsanjan City

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ABSTRACT

Today's employees are more concerned of their career than ever been, they want to have a career which was safe, long lasting and satisfying also they like to improve their job positions. On the other hand employees began their job with the hope of reaching to the highest level in the organization.

They are concerned with getting the highest authority and the highest rewards. Nevertheless, in the path of their career developments, employees reach to a point where their improvement will be reduced. In this area, there is little likelihood that the person promotes; this area is called "stillness".

By the way, few opportunities for promotion and inflexible rules make sense that the person is involved in a non-fair system. These feelings make the people have negative feelings about their job. Signs of employees' breakdown are chronic pessimism, no progress, discouragement and apathy and so on. The present study the correlation method in population of the staff employed in social welfare organization in Rafsanjan city and conducted with a sample size of 158 patients. Data collection was performed by using two closed questionnaires including a questionnaire about Plateauing in occupational progress and a questionnaire about physical exhaustion of employees (Maslesh.Jakson). Analysis of data was used by the statistical software SPSS and Spearman correlation coefficient and Kendall. Research hypothesis showed that there is a relationship between Plateauing in occupational progress and physical exhaustion of employees.

KEYWORDS: Plateauing, physical exhaustion, occupational progress, exhaustion

1. INTRODUCTION

Human resources are the most valuable asset of any organization. Because other factors such as technology, finance and ...depends on the workforce. Despite technical advances and new techniques, nothing could yet replace human labor which is a key factor in the organization. Considering that, management should strive to make the investment can be properly identified and nurtured its talents and effectively mobilize this for the goals of the organization. (Alvani,2004: 20).

Based on Bardvik (1988:1) plateauing is a trap that picks up employees and they encounter the phenomenon throughout their career. More individuals are qualified for a job for about three years, after that work will be routine and drowsy and there is no longer something new to learn. In this case the person feels helpless and already knows your work less valuable and distasteful. It may be that the person's attitudes and behaviors are no longer worked and her/ his mental and physical health is also faltered.

Stress is one of the six important factors causing physical exhaustion.(Vtiz and fieldman, translated by Taleghani1381:24). Physical exhaustion is a phenomenon that occurs as a result of prolonged exposure of a person under stress. Those persons who suffered from this psychological problem often change their jobs or resign from their job (Rahmani& Nasrabadi2001:186). We can also say that Physical exhaustion is the ultimate effect of stress that affects both employees and organizations.

Exhaustion is a general feeling of Physical exhaustion; it occurs when a person tolerates too much pressure and the consent sources are very small.

In this study, we analyze the relationship between Plateauing in occupational progress and physical exhaustion of employees in Social Welfare Organization in Rafsanjan city. By understanding this relationship, Managers and supervisors can create a situation in which all workers can be used and provide growth of the organization and personal development which will also provide mental health of the staff to improve the performance in reaching the goals of the organization.

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Statement of Problem;

Today, among the important issues that could be examined in workplaces is of great importance is a spontaneous thing, and competent workforce. Since each system tries to develop its own program goals, therefore, they should do non-stop efforts in order to develop the human resources and avoid the negative consequences of ignoring the human resources (Soleimani Baghshah2005: 51).

Communities have achieved progress, advancement and excellence that have been able to force them off their hidden talents. Especially for those organizations that are committed to the importance of human resources and the labor force have realized improvements in productivity, They spend a lot of energy and environment that enable employees to maximize their potential, contribute to the improvement of performance (Belcher, English translation1995: 101)

Today's employees are more concerned of their career than ever been, they want to have a career which was safe, long lasting and satisfying; also they like to improve their job positions. On the other hand employees began their job with the hope of reaching to the highest level in the organization. (James2009:1). But unfortunately the employees became plateauated before reaching to their goals (Micheal and Alain, 2008:1) Duffy (cited in James, 1: 2005) believes that the current stagnation is undeniable in career .On the other hand, plateauing cause inefficiency and inability to get good results in a company or organization.

According to Gaine .j and Jermeier (mentioned in the Saatchi 1997: 34) limited opportunities for promotion and inflexible rules create the feeling of trapping in a non-fair system, this causes to have a negative views in relation to job. Reinforce of negative chronic conditions, chronic pessimism and lack of progress, disappointment, indifference, negligence of the person in your life does not feel satisfied and successful are the indications of physical exhaustion in Bronet's point of view. As is common in job burnout and staff at all levels that may be incurred (Bell 5, 2: 2004).

In this respect, understanding the factors involved in the development of physical exhaustion is important, because it reduces effectiveness and Increases absence from work which is observed among the people who are suffering from exhaustion (Brunet, 2003.: 5). Now this question come that is there a relationship between Plateauing in occupational progress and physical exhaustion of employees in Social Welfare Organization in Rafsanjan city?

Theoretical framework;

Plateauing is a trap that picks up employees and they encounter the phenomenon throughout their career. Based on Bardvik (1988:1) more individuals are qualified for a job for about three years, after that work will be routine and drowsy and there is no longer something new to learn. In this case the person feels helpless and already knows your work less valuable and distasteful. It may be that the person's attitudes and behaviors are no longer worked and her/ his mental and physical health is also faltered.

According to Gaine .j and Jermeier (mentioned in the Saatchi 1997: 34) limited opportunities for promotion and inflexible rules create the feeling of trapping in a non-fair system, this causes to have a negative views in relation to job. Reinforce of negative chronic conditions, chronic pessimism and lack of progress, disappointment, indifference, negligence of the person in your life does not feel satisfied and successful are the indications of physical exhaustion.

Vitz and Feldman (cited in Taleghani 2002: 24), know that reaching the plateauing area including the reasons for the lack of progress needed to and the job.

The sense of loss and personal development to Banks Askafil (listed Bronet, 2003: 3) is a sign of physical exhaustion.

Saadat (mentioned in Esmaili1999:51) Suggests that stress and severe stress due to the nature, type and conditions of work makes condition genesis leads to physical exhaustion in employees. A person who has suffered from burnout, constantly tired, is aggressive, cynical and negative, pessimistic and angry. Is irritable and bored,he furnace with the smallest problems and he is frustrated, on the other hand according to mi c na(2005:3) People who have high fear of success are More satisfied with their work when they feel that their work is challenging. It is a challenging work when they removed the job is boring. Time spent on routines and works with no challenge causes fatigue. The lack of intrinsic motivation jobs and due to lack of job enrichment by giving more powers and responsibilities, and also due to lack of career development more operational tasks based on the theory of Fledmn and Vitz (mentioned in Taleghani, 2002: 24).

Sandholtz 9 (cited in Taleghani, 2002: 22) believed that plateauing is a criterion for progress; he said that a concept of rejection is often associated with negative concepts. For example, the concept of the learning of individual courses for professional psychologists will not progress. In other words, during the recession, stagnation and lack of progress and setbacks are common events in the job. For someone who has always wanted to progress on the path to career advancement is not a beautiful picture., Potter 10 (cited in Rezaeian, 1385: 92). Ways to increase personal power is also worth mentioning that one of them is learning and skills development. Potter believes that a person may develop job skills, the things that the business has not yet. According to Potter, the person is caused by the way in providing learning opportunities, for the practical

knowledge of the skills required to achieve. The person is sure that new challenges are expected to come over. The learning and skills development is one way to deal with physical exhaustion. This factor can also be defined by the relationship between physical exhaustion on the progress of the job plateauing realized. Vitz and Feldman (mentioned in taleghani2002:24) believed that stress is one of the six factors of plateauing. Rahmani& Nasrabadi2000:186) also believed that Physical exhaustion is a phenomenon that occurs as a result of prolonged exposure of a person under stress. Those persons who suffered from this psychological problem often change their jobs or resign from their job; the ultimate outcome of Physical exhaustion is stress that affects both the individual and the organization.

In this study we analyze the plateauing in occupational progress from vitz and Feldman points of view. They say that there are 6 factors which affect plateauing in occupational progress including:

- 1) inappropriate skills and abilities
- 2) lack of intrinsic motivation jobs
- 3) the need to not to move down the path of progress
- 4) Stress and lack of motivation and opportunity for growth
- 5) Lack of rewards incidental
- 6) lack of growth opportunities in the organization

Physical exhaustion was studied from Meslesh Jackson's point of view including:

- A) The physical and emotional exhaustion
- B) reduce the performance
- C) depletion of character

plateauing in occupational progress;

- a) not to move down the path of progress
 - a-1) Not useful in a higher position than the position of the current occupation
 - a-2) Necessary efforts to achieve personal interest, not the job
 - a-3) not trying to make progress on jobs
- b) lack of intrinsic motivation jobs
 - b-1) No hope of promotion, advancement in career
 - b-2) Unable to change the job
 - b-3) Lack of improvement in employment conditions
- c) the physical and emotional exhaustion
 - c-1) Feeling of monotony and boredom at work
 - c-2)lack of joy of the work
 - c-3) Lack of participation in organizational activities
- d) lack of growth opportunities in the organization
 - d-1) Unable to continue education
 - d-2) No hope to improve and job promotes
 - d-3) Stopping over at jobs

Physical exhaustion;

- 1-Physical and emotional exhaustion
 - a) Feel exhausted physically and emotionally
 - b) feel the boom from falling
 - c) Feel succumb
 - d) Pressure of daily work
 - e) Sense of aversions from job

2-Decrease in individual performance

- A) not being able to find the right solution
- B) Lack of participation in job
- C) low performance
- D) The problem is significant in the sense of job
- E) lack of motivation to do great things

3-Depletion of character;

- A) assuming the goals of organizations trivial
- B) Failure to pay attention to output of the job

- C) indifference to the problems
- D) their lack of fusion and work in partnership

The hypothesis of the research;

Main hypotheses:

There is a relationship between plateauing in occupational progress and physical exhaustion of employees in Social Welfare Organization in Rafsanjan city

Secondary assumptions;

- 1- There is a relationship between plateauing in occupational progress and physical and emotional exhaustion of employees in Social Welfare Organization in Rafsanjan city.
- 2- There is a relationship between plateauing in occupational progress and decrease in performance of employees in Social Welfares Organization in Rafsanjan city
- 3- There is a relationship between plateauing in occupational progress and depletion of personality characteristics of employees in Social Welfare Organization in Rafsanjan city

Field of study;

In this study we examined the relationship between plateauing in occupational progress and physical exhaustion of employees among 158 employees in Social Warfare Organization in Rafsanjan city who worked in various positions and the samples were randomly selected.

Tools for data collection;

It is consists of two closed questionnaires ;one of them is the plateauing questionnaire Consists of 15 questions which measure the degree of plateauing with six options (from completely agree to completely disagree) .the second is physical exhaustion questionnaire was adapted from a questionnaire, "Meslesh Jackson" of 20 questions and a 5-point Likert scale (from very low to very high).after collecting data by using correlation tests of Spearman, Kenadal, independence and linear to check the relationship between the variables ,we also used the significance level $\alpha=0.05$. It is noted that all the above tests have been performed with the statistical software SPSS.

THE RESULTS

MAIN HYPOTHESIS:

- 1) There is a relationship between plateauing in occupational progress and physical exhaustion of employees.

H_0 : there is not a relationship between plateauing in occupational progress and physical exhaustion of employees.

H_1 : There is a relationship between plateauing in occupational progress and physical exhaustion of employees.

Since Spearman and Kendall correlation coefficients obtained with the 0/474 and 0/566, and P-values were calculated with both tests (0/000) were obtained, and as the -P value is less than significant level (0/05) the H_0 hypothesis is rejected. In conclusion we can find a linear relationship between plateauing in occupational progress and physical exhaustion of employees; because correlation coefficients obtained are positive, we expect that the relationship is direct, the rest of Employees who suffered from great plateauing in their job, have a high burnout too.

Table 1: Statistical analysis of correlation between plateauing in occupational progress and physical exhaustion of employees

Variable	Plateauing in occupational				
		SPEARMAN	Frequency	KENDALL	BURNOUT
The correlation coefficient	-p value			-P value	
0/000	0/566	212	0/000	0/474	

The Secondary assumptions;

- 1- There is a relationship between plateauing in occupational progress and physical and emotional exhaustion of employees

H_0 : There is not a relationship between plateauing in occupational progress and physical and emotional exhaustion of employees

H₁: There is a relationship between plateauing in occupational progress and physical and emotional exhaustion of employees

Since Spearman and Kendall correlation coefficients obtained with the 0/531 and 0/621, and P-values were calculated with both tests (0/000) were obtained, and as the -P value is less than significant level (0/05) the H₀ hypothesis is rejected. . In conclusion we can find a linear relationship between plateauing in occupational progress and physical exhaustion of employees; because correlation coefficients obtained are positive, we expect that the relationship is direct, the rest of Employees who suffered from great plateauing in their job, have a high burnout too.

Table 2: Statistical analysis of correlation between plateauing in occupational progress and physical and emotional exhaustion .

Variable		Plateauing							
Spearman				Frequency	Kendall			physical emotional exhaustion	and
Value	The	correlation coefficient			Value –p	The	correlation coefficient		
0/000		0/621		158	0/000		0/531		

The Secondary assumptions;

There is a relationship between plateauing in occupational progress and reduced performance of employees.

H₀: There is not a relationship between plateauing in occupational progress and reduced performance of employees.

H₁: There is a relationship between plateauing in occupational progress and reduced performance of employees.

Since Spearman and Kendall correlation coefficients obtained with the 0/306 and 0/359, and P-values were calculated with both tests (0/000) were obtained, and as the -P value is less than significant level (0/05) the H₀ hypothesis is rejected. . In conclusion we can find a linear relationship between plateauing in occupational progress and Reduced performance of employees; because correlation coefficients obtained are positive, this means that by more plateauing in occupational progress we expected reduced performance.

Table 3: Statistical analysis of correlation between plateauing in occupational progress and reduced performance.

Variable		Plateauing		Frequency	Kendall			Reduced performance
Spearman		The correlation coefficient	Value -p		The correlation coefficient			
Value	The							
0/000		0/359	158	0/000		0/306		

The secondary hypothesis;

There is a relationship between plateauing in occupational progress and depletion of personality characteristics.

H₀: There is not a relationship between between plateauing in occupational progress and depletion of personality characteristics.

H₁: There is a relationship between plateauing in occupational progress and depletion of personality characteristics.

Since Spearman and Kendall correlation coefficients obtained with the 0/303 and 0/361, and P-values were calculated with both tests (0/000) were obtained, and as the -P value is less than significant level (0/05) the H₀ hypothesis is rejected. . In conclusion we can find a linear relationship between plateauing in occupational progress and depletion of personality characteristics; because correlation coefficients obtained are positive, we expect that the relationship is direct, the rest of Employees who suffered from great plateauing in their job, have a high depletion too.

Table4: Statistical analysis of correlation between plateauing in occupational progress and depletion of personality characteristics.

Variation		Plateauing		Frequency	Kendall		Depletion of personality characteristics
-p value	The correlation coefficient	-p value	The correlation coefficient				
0/000	0/361	0/000	0/303				

DISCUSSION

The results show that there is a relationship between plateauing in occupational progress and break down. Primary Psychologists and theorists, who have researched widely about stillness in occupational progress, believe that more people become professional in a job about 3 years and after that the job will be usual and regular and there won't be any new things to learn. In this state, a person may feel helpless and think that his job is unpleasant and worthless. This experience is stillness too. (Bardoic, 1:1986). Vitez and Feldman (mentioned in Taleghani, 24:2002) believe that one of the reasons of plateauing in occupational progress is the time when growth opportunities are low in organization. Bahram zadeh and khedmatgozar baghan mention that break down is in most cases such as lack of necessary facilities for growth and development or upgrade of individual in organization. This is why Banks and Eskafel (mentioned in Bronet, 3:2003) believe that feeling in reduction of occupational progress is one the sign of break down and also Saatchi believe that this feeling of trapped in job (mentioned in Esmaeli, 54:1999) is another sign of break down. Analysis of the data also showed that there is a significant relationship between variation of emotional and physical exhaustion and plateauing in occupational progress. Lee Mir, Saba and Kagnoon (5:1999) also state that "our results also show that employees, who feel plateauing, get mental problems (Such as violet, stress, tension and.....) And also physical health diseases such as (digestive problems, insomnia,.....). Our results emphasize and support the results of Korman, Lee Mir and Saba." On the other hand, some people don't have the ability and opportunity of deal with escape of stressful stimuli and are constantly exposed to stressful stimuli. These people suffer exhaustion which has a negative impact not only on family life but also affect on organization and society. According to Valisman(3:2004) , breakdown is often described as a process in which an interested and motivated employee become disappointed and feel inefficacy and finally he may move to disappointment. Motivation destruction due to weakness and lack of authority, power and ability are the impact of doing this. Panronderson (mentioned in Bahram zadeh and khedmatgozar baghan, 33:2004) believe that occupational exhaustion and breakdown are syndrome of physical and emotional exhaustion which cause development of career negative trends and loss of interested feeling to patient and employee . Analysis of data showed that there is a significant relationship between plateauing in occupational progress and yield loss. Yield loss of a person can be both causes and consequences of breakdown. Usually people like to be producer because if they can keep their performance level, adequate reward, appreciation and advancement will be waiting for them. They feel that work time is short and passes very fast and they are ready for challenging barriers and are also happy and alive. If restrictions and barriers are presented, yield loss occurs and the person feels that he doesn't have previous performance power and his productivity has been reduced. As the result, he feels depression and hopelessness and loses his motivation to his job. (Keshtkaran, 33:1997). In yield loss, much time is spent for doing a task which it has a low productivity and causes reduction in employees' interest to their jobs, losing necessary capacity for keeping effective performance and increase of intellectual flexibility (Saatchi, 344:1997).

Finally, data analysis shows that there is a significant relationship between plateauing in occupational progress and depletion of characters according to correlation coefficients. The researches have been showed that being automate, excessive rules and regulations, lack of personal relationship, repetitive tasks, strong affinity to impersonal purposes, the large number of management level, the large number of jobs and groups, specialization, non-visual and written communications, division of labor and many hierarchies are the characteristics of new organizations that are a field for extreme depletion of characteristics and breakdown. (Keshtkaran, 33:1997).

Suggestions

1. Each employee must learn to be an effective career planning and this analysis must be constantly surveyed by analysis of interests, organizational accommodation, talents and competencies , inherent strengths, experience and specific skills.
2. Provide and keep a folder of experiences, education, training, rewards, specific projects, products, opportunities and etc that it can be the basis of employees' occupational progress.
3. Communication with other people who can be useful as consultant or even job interface.
4. The employees must learn to speak about themselves, their abilities and interests.
5. With job rotation you can stop people from doing repetitive tasks and avoid of stillness phenomenon largely.

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