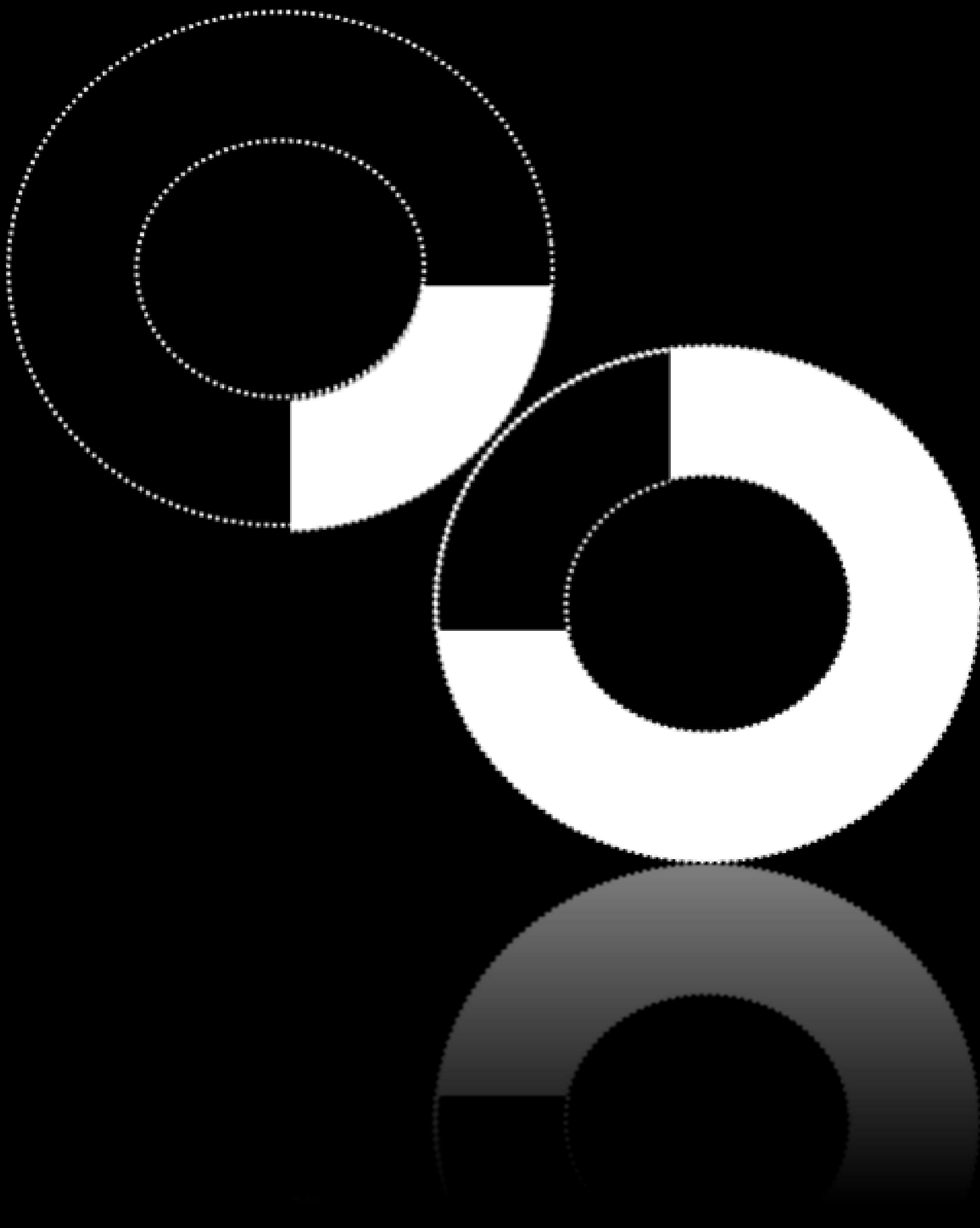


THE RESEARCH

The Miss. The Zero-One. The Moon



#Stress due to perceived career progress

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As humans, we have certain expectations from ourselves that keep on changing as we keep on growing and learning. Every human being has the feeling of them being the best and they feel the need to grow and be recognized. Career related progress and growth are very critical. The environment and culture has transformed, making career progress the most important way of analyzing growth of an individual.

What is your career goal? What have you thought of for the future? These are some questions we come across very often. Working in organizations build a sense of competition and we want to be given credits for good work and climb the staircase of hierarchy. However, things don't always happen according to our perspective. We may have done the best and still not get that pay raise, promotion, etc. Our expectation of promotion/pay-raise is our perceived career progress. Sometimes, we know we aren't performing our best and that creates stress of underperformance leading to hindrance in the perceived progress too.

Stress is a feeling that negatively affects a person's emotional, physical and mental state. There can be many reasons of stress but the most common stress in today's lifestyle is work related stress. Although, we talk about creating a balance between work life and personal life, we fall short more often than we think. Work related stress also have a wide variety of reasons which could be – pressure, burden, non-compatibility with colleagues, etc. Most people could recall at least one stressful event in the prior month and 10-15% people able to recall a stressful event or day the prior day.

Job stress researchers distinguish stressors (factors that cause stress) from strains (a person's reaction). Stressors can include the idea of the employment itself, collaborations with others, and prizes. Strains are characterized into conduct responses (e.g., phoning in debilitated when not sick or drinking liquor) and mental responses (encountering outrage or uneasiness). Individuals change in their capacity to adapt to stressors.

We have long term and short-term plans for ourselves, which we try to accomplish and follow in predetermined time limits. However, it's not quite possible all the time. This non-achievement makes people feel inefficient, depresses and stressed. While this feeling is acceptable and normal, churning ourselves in the stress is self-harm and torture.

The Miss

(The need/current state/background)

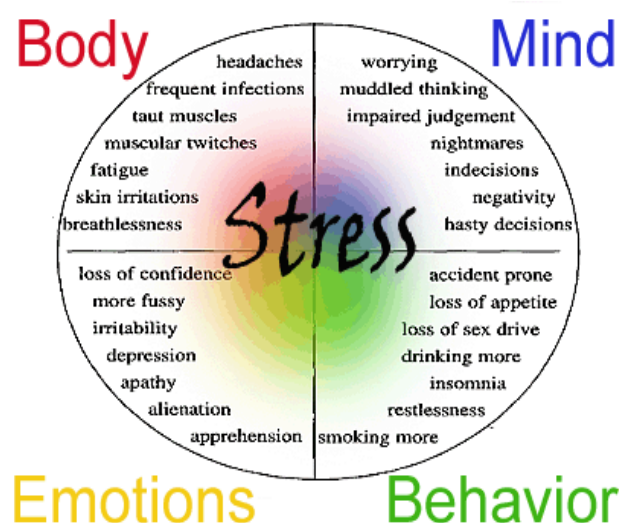
We have seen over years, the increasing focus of people on their careers, growth in organizations and the importance of striving to be the best. If there has been something constant, its only this increase in stress at workplace, having a variety of reasons which may be working in silos or in collaboration. In both situations, they act as problem-creators.

Adverse or overpowering work encounters can cause an individual generous misery. Burnout, sorrow, and psychosomatic issues are especially regular results of business-related pressure. When all is said and done, singular trouble shows in three fundamental structures: mental issues, clinical sicknesses, and conduct issues.

Adding up to the already increasing workplace stress, we saw Covid-19 making it more difficult. As organizations faced losses, they had no other option but to cut it on their employees. This led to not only a stop at progress in people's career, but their depreciation. The result of this is visible very clearly all around us.

The Zero One

(The data/trends/insights)



Stress related to career progress affects the overall functioning of an individual. The mind, body, emotions and Behavior get affected adversely.

Some organizations avoid pressurizing their employees to maintain and increase their efficiency.

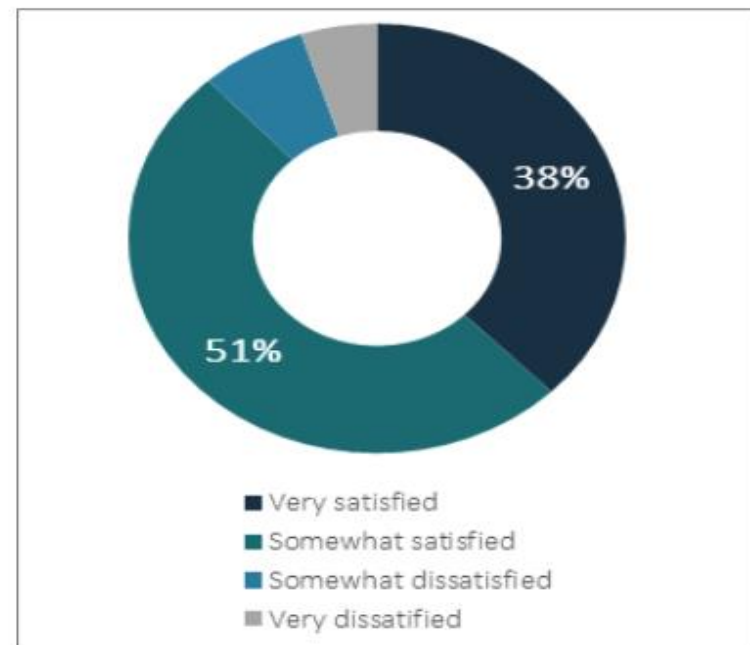
We have been blaming the increase in competition level, the changing environment, mindset of people for the increase in career related stress. But it is seen that people nowadays set unrealistic goals for themselves along with very short time. They want to gain huge success in short time frames, which maybe possible in some cases but not all the time. This is another major reason for progress related stress.

Comparing ourselves with our colleagues, peers turns out good if we're getting motivated by the comparison. However, in such scenarios, comparison is mostly considered a negative term and it isn't something people love.

Another major observation is that the millennials are the most affected from workplace related stress. They are more concerned about their career progress, worried about GenZ taking over through their smart ideas, technology driven minds. Whereas the middle aged are content with the opportunities they are getting as these are far more and better than what they'd expected over time. It is therefore a need to make millennials understand about this issue.

Time factor also plays a major role in individual's job satisfaction level. This is very clear from the COVID-19 pandemic situation, wherein before the pandemic, people were thriving for career growth, they started worrying about at least having a job after.

Job satisfaction is a very strong determinant of stress. SHRM's annual Employee job Satisfaction and Engagement Survey states that 38% of US people are very satisfied with their job, whereas 51% said they are somewhat satisfied.



There are many factors that may affect an individual's job satisfaction level like – to be treated with respect in the workplace, feeling safe in your workplace, benefits and relationship with supervisor, etc.

What can be the possible solution?

The business environment is dynamic and complex and is expected to become more complex. This complexity will lead to an increase in workplace related stress but with an increasing number of people facing issues like stress, anxiety and depression due to workplace problems; businesses as well as organizations are more aware of the need to help their employees be mentally healthy.

Organizations tend to provide the employees with respectful designations along with handsome salaries but also, they provide the fulfillment of other needs such as – social needs by having informal parties, esteem needs through appreciation for good work and self-actualization need via providing the employee with more of what he finds peace in.

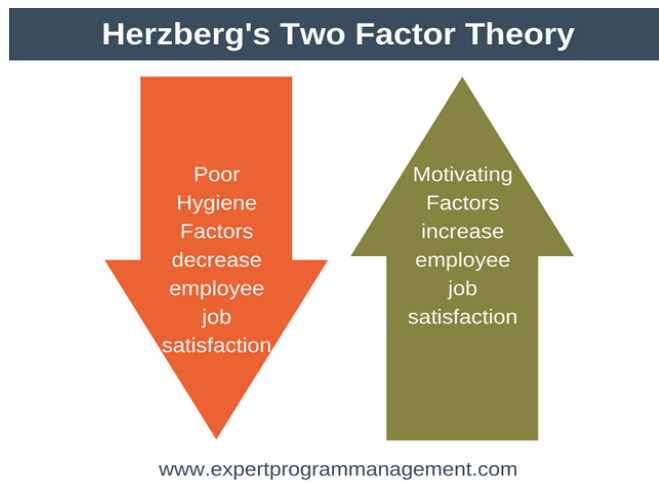
With an increase in stress due to COVID-19 pandemic, organizations also started to host informal zoom calls, recreational sessions so as to have an emotional connect with the employees which would help them in coping up with the stressful environment everywhere around. There are a lot of other practices too that organizations adopt.



In fact, there are a number of theories that talk about job satisfaction, such as – Maslow’s Need Hierarchy theory that talks about the different stairs of needs in an individual. Physiological needs concerning food, clothing and shelter; Safety needs concerning job security, health security; Love and Belongingness need concerning friendships, social circles; Esteem needs concerning respect, appreciation and Self-actualization needs concerning the desire to know self.



Herzberg’s Two Factor theory that talks about the need factors that include basic



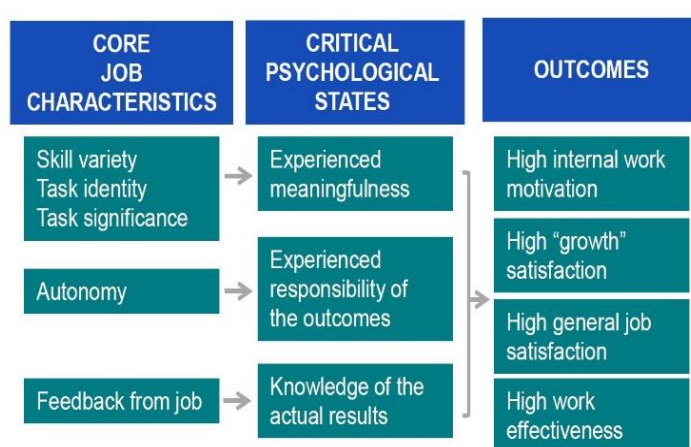
Even in the normal times, organizations do take care of their employee’s stress through Training and Development of the employees so that the employees feel they are continuously growing. Also, management of all organizations have certain practices that continuously check employee satisfaction, expectations and performance. This leads to the employees getting fair treatment, appreciation and proper compensation for their hard-work.

The employees have different perspective on growth, i.e., some employees may want challenging jobs, some may want higher salaries whereas some may want promotion. This is the responsibility of the managements to keep check of all such expectations and provide for them as employees may turn to new organizations if they feel they are not growing.

As important it is for individuals to find solutions for stress due to perceived career progress, it is also for the organizations that those individuals are working for. This is a two-way process.

Although there can be a mix of factors leading to stress in an employee, the different factors need to be identified. Hygiene factors that directly relate to job satisfaction and motivational factors that keep the employees motivated.

Job Design Model includes five core job dimensions, including job satisfaction, prompt three psychological states that contribute to personal and work-related performance. If there are no three psychological states, the results would weaken. The theory also stresses that the most relevant outcome variable is internal motivation



McClelland’s Motivation Theory states that people have three motivational criteria (achievement, authority and affiliation) and have a mixture of these characteristics; some workers have a clear bias for a specific motivational need. Where, Achievement incorporates the strive to success; Power incorporates the desire too.

The Moon
(The inference/ future/ summary)

The environment and society have become complex, and the complexities are bound to increase despite anything. These complexities lead to complex business situations, leading to stress in employees as they are the ones working for the organizations.

There is a lot of competition everywhere around and everyone is striving to be the best and climb the ladder of success before others. This leads to complexes in individuals. Also, in our country, career growth is a relatively slow process and experience is considered the key for growth. Stress due to perceived career growth is a major factor contributing to workplace stress as a pool of factors. It has a number of other variants affecting it.

There is a need to look upon the traditional ways and start implementing measures and practices that improve the stress situation faced by employees as it directly affects the productivity and performance of individuals as well as their health.

lead and Affiliation incorporates the desire to teach or coach.

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