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## CONSIDERING THE EFFECT OF THE RELATIONSHIP BETWEEN THE FIELD OF STUDY AND OCCUPATION ON EMPLOYEES' RESILIENCE

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### ABSTRACT

*Our purpose for this study is considering the effect of the relationship between the field of study and occupation on employees' resilience. The statistical population of the study consisted of all employees of the company, which is equal to 329 people, using the Cochran formula, 177 as the sample size. The data collection tool is a questionnaire that based on Judith Bardwick's (2010) theory that the validity and reliability of the questionnaire are also approved. The results of this questionnaire are 0.77. In order to analysis One-way ANOVA which is used for data analysis. The results showed that the relationship between the field of study and its characteristics upgrade individual and organizational growth. There is a significant relationship between learning and pleasure and happiness job.*

**Keywords:** Field of Study, Job Stagnation, Occupational Characteristics

### INTRODUCTION

In recent years, there has been widespread competition among countries overdevelopment, with only those countries that are overtaken by others who use all their human resources with their enormous and effective role in production and development. All human resources are one of the important factors in achieving sustainable development. One of the important factors in guiding and directing the talents towards the needs and necessities is maintaining the relationship between employment and education. In societies with a shortage of skilled work force by providing the necessary educational facilities to train the community's human resources. The planning and alignment of education with the future employment of individuals are given a special priority because if people work in jobs related to their specialization, in addition to pleasure and satisfaction, their country will lead to self-sufficiency in various fields. In order to achieve success in the labor market requires that the individual not only continuously coordinate its knowledge but must also work to maintain its career-related relationship, since these two are the most important factors that are acceptable in performing. He creates work for a person and provides products largely (Salehi and Alipour, 2010). The maintenance of the relationship between occupation and education is a requirement of any society and forms that basis for the cultural, social, political and economic development of that society since the effects of the specialist force on increasing productivity arise when the workforce is at the position. A job is tailored to its specialty or field of study. As a result, many authors consider the relationship of the field of study with the chosen job to the productivity of the graduates. It is also one of the phenomena that can address the human resources of organizations. It is a phenomenon of job stagnation. The stagnation in the course of career advancement occurs when employees reach a

point where they can no longer make further progress and cannot accept additional responsibility. Many researchers have found that stagnation often occurs in the fifth stage of the occupational hierarchy at the age of 40. The response of the employees in order to stagnation up to is a large extent, dynamic job placement and a positive attitude toward unpredictable dissatisfaction and poor performance fluctuate. In other words, job restraint reveals a stable period in which employees' work skills are endowed by a family or personal interest. The Job-Orientation refers to the fact that is viewing by a human, and even analyzing the types of human resources may predictions for future promotion, the current time, or the time between promotions. Nelson (2001) believes that flatfishes are not impotent, but complex factors have caused them to stand. In order to the treatment of fluttering, the first step is to use the psychological tool for the extraction of the mental reserves of the plateaus, and considers the process as follows: massive expansions, structural rehabilitation, shrinkage, upgrading and, finally, the reduction of organizational posts that allows the opportunity for hierarchical movement to be strictly limited. In most cases, the concept of creating a stairway in the career path. The occupation in societies also has a major contribution to the social identity of a person, and in the process of socialization, the acquisition of professional skills is one of its key elements. The employee is a means by which a person drops from the path to the stage of economic and social activity that only lead to the continuity and cohesion of its society, but it can also meet its material and spiritual needs. The significance of knowledge or, in other words, human capital in theories of growth and development is not new. Finally, it determines the characteristics and trends of the country's economic and social development. Its human resources and it is not a capital resource. The educated human being is one of the most important productive and economic factors of each country. Clearly, a country that fails to be able to develop its knowledge of people and effectively exploit it in the national economy. In the light of the above, it is a question of whether a field of study with job characteristics affects the phenomenon of occupational stagnation. In order to understand this relationship, managers and supervisors will work to create conditions to ensure that full-time workforce is employed in the organization and to enable the organization's growth and development and the individual development of the workforce.

## THEORETICAL FOUNDATIONS

### *Job Resilience*

In recent years, the phenomenon of occupational stagnation has diminished in the literature of research. Stark (2014) states that research shows that occupational stagnation will increase in the future due to demographics. The demographic changes include older generation, explosion, higher education levels, and more women and minority competition for middle management positions. These demographic changes make more people in the ranks of career advancements, and more people are the lack of promotion. The Bardwick departed for the first time as a \*habitual phenomenon\* which estimates that only one percent of the workforce in their work lives is not affected by this phenomenon. In this area, the probability of climbing the ladder of the advancement path decreases. In other words, the purpose of the \*resting zone\* in the course of career advancement in the area because a person comes up with this, there is a very small probability that can promote afterward. This situation caused because of a person or the lack of skill, which required upgrading to higher posts or because of an organization, due to the lack of



vacant posts for promotion that is likely to occur during the career development of an organization's staff. Internal factors that can lead to job stagnation in the first years beginning work includes the lack of transparency in individual demands, as job experience and stagnation are still evolving. The lack of flexibility in considering alternatives external factors are as follow: pressures from inequality in society, increasing competition in popular jobs or working in declining business sectors. According to Lu Vu (2013), performance with efficiency can ultimately lead to one of two stagnation patterns. A stagnation Organizational change: lack of high-level job positions in the organization while people with the ability to do these jobs. The personal stagnation: it becomes apparent that the ability of individuals to carry out high-ranking affairs by individuals and meaningful judgments that is dramatically performed in the early years of life. The systems that make judgment of sedentary self-righteousness are rarely integrated. The authors concluded that functional encouragement and planning of success should be more integrated with the performance of a person and done with his advice to eliminate high performance stagnation. Soodshallak and Vender (2015) state that different models in the last three decades have been proposed for job stagnation. The first model is a resilience in two directions: a managerial evaluation for employee promotion in the future and the current staffing performance. They defined two groups of occupational stagnation. The first is active people who are stagnant, and the second group \*Inactive people\* are introduced. The inactive people include those who suffer from job loss due to poor performance, and active people include those who are suffering from poor job performance. In the traditional structure of occupational stagnation in two residual dimensions. The organizational hierarchy and stagnation can define in the job content. However, Bardwick (2012) model in which is describes three types of structural, content, and biological stagnation. The structural likelihood is largely similar to organizational stagnation. When a worker experiences in a structural stagnation make the endpoint for its promotion of the organization's side is due to the structure or hierarchy of the organization. It occurs in content loyalty when employees are well aware of their job and when there is no new topic for employee training. It is unlikely that employees will be bored and reluctant to challenges. The cost of living is very profound. The employee's lives to work. If a job is one of the most important parts of a person's life, job loss can have very devastating effects on the individual's personal life. People in this group have a sense of disappointment and inundation. A person who has an internal problem structurally sedation tends to be less likely to work. Those who are inactive for external reasons for job content are less satisfied with job satisfaction and less willingness to stay and change. These people tend to be happy and hopeful. That's when they have increased their job responsibilities in the future. They are ready to increase their responsibility.

#### ***Field of study and occupation***

Some argue that the work that young people enter into are largely determined by the current status of the community, and there are no choices for many young people. Other issues, which include many expert advisers, are opposed to this argument. These people mean that most young people have meaningful ways to choose one of them. These individuals recognize the job counselors to inform young people in these ways of choosing and empower them to choose between these ways according to their individual characteristics. In order to select a field of study and a job properly, everyone should discover his / her interest, skill, motivation and personal values. One way is to give a brief note of its daily activities at home and school, as well



as his/her favorite pastime and entertainment. Another way to discover talents are an evaluation during a counseling session. As the counseling process, many aspects of our personality and possibilities are studied. The most important steps in the course of educational counseling are finding and clarifying individual and personal abilities. The basis of evidence in counseling centers is one of the best issues for students to create different mental health problems. If the field does not match the individual interests and interests of the individual, the university, in addition to being unable to induce intellectual and personality will cause its physical and mental tiredness. The desire to work in each job makes the person more energetic. Many students have lost their education because they did not like their field of study, and others failed to succeed in their field (Vahidi et al., 2014). The education and the corresponding job are a major part of the immediate and far-reaching future social situations. The appropriate social status can provide satisfaction and therefore mental health. In fact, if the goal of continuing education is to help others, then one has to choose a discipline that is specific to it. In order to help themselves or help others, such as counselor, physician, social worker or nurse. The results of various studies show that the higher the age of a person, the desire to absorb intelligence and talent. In addition, if one has a false motive in choosing a field, his/her interests will also be falsely changed. For example, others may induce an individual in relation to a particular discipline. The person who is interested in choosing to continue his/her studies, but after graduation, he/she realizes that the discipline is not in line with his/her morals. Unfortunately, in our society, due to the false beliefs of some people, false interest in disciplines as with medical sciences, engineering, law, etc (Taleghani and Motaghi, 2002). In general, in today's world, one can not ignore the amount of productivity in production, and without knowledge of the factors influencing its development towards the sustainable development of the Manhäu (public and private) and its scientist, from the long-standing, especially at the beginning of the 20th century, in industrialized countries and in the development of science and the practice of education has attracted serious attention, since this new approach has helped them in dealing with complex problems and major social crises of the present day. One of the most important issues in this science and process are strategic human resources that make this factor more important than human resources and interest. In this regard, the proportion of occupation is a very effective part in the desirable efficiency of human resources. Maintaining the link between higher education and specialization for the job is necessary every Friday, and it forms the basis for the cultural, social, political, and economic development of that society. In fact, the origin and source of the development of societies, their knowledge and their specialized use in the relevant professions. Therefore, societies that fail to properly use expertise are condemned to the backwardness of civilization.

#### ***Research Background***

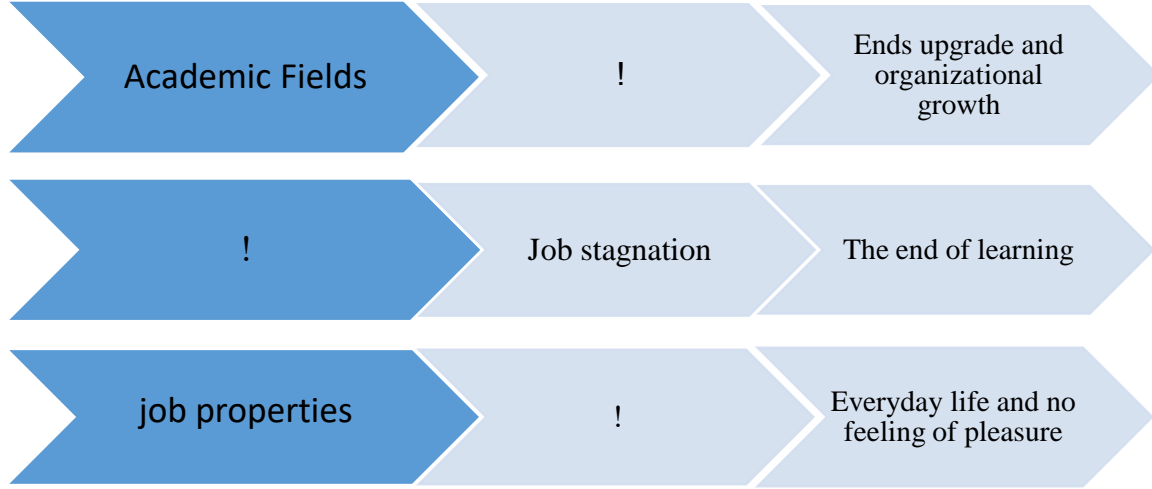
Forghani (2017), in an article entitled \*Investigating the relationship between academic field and organizational job and job satisfaction\*, stated that people are not paid attention to the field of study for choosing a job. The type of occupation of employees of the Ministry of Economic Affairs and Finance with income, leadership style and their job stress is not significant. There is also no significant relationship between the educational field of employees with their income and leadership style. However, there is a significant difference between employee's academic discipline and occupational stress, and most respondents express their motivation, promotion and job satisfaction. In a state of average, Dudvans (2015), in an article entitled "The



Investigation of the Effect of Relation" in the graduation level with job features on employee resilience stated that the academic field with a job that employees could be effective on staggering and the two dimensions of organizational promotion and organizational learning that would reduce this phenomenon. However, on the dimension of pleasure and organizational happiness didn't have a significant effect. Hafezi Nejad (2016), in an article entitled "The Study of the Relationship between the Field of Business and Job Satisfaction", stated that the results of the research indicate that the factors affecting employee satisfaction. The satisfaction with management, satisfaction with the way of satisfying the rights and benefits Job, satisfaction with occupational safety, satisfaction with amenities and satisfaction from physical environment are other satisfactory. There is no significant relationship between job satisfaction with age, sex, occupational groups and service years. There is a significant relationship between job satisfaction and physical conditions in the work environment, facilities, occupational safety and security. It can be concluded that there is a meaningful relationship between the individual's field of study and his / her job. Goharian (2014) stated in a paper entitled "Investigating the relationship between the job and the field of study and its effect on self-efficacy in the organization" that jobs with self-efficacy increase desire to the initiation of behavior and the desire to expand efforts to complete the homework relationship that aren't present. Nevertheless, the rest of the hypotheses have been confirmed. In a paper titled "The Relationship between the Proportion of the Occupy and the Employee (Field of Study) and the Productivity of the Employees," (2012), Ahaki (2012) stated that there is a positive and significant relationship between the relevance of the field of study to the field of work and the level of employee productivity. Bigdeli (2012), in an article entitled "The Study of the Relationship between the Field of Business and the Employment Status of Graduates of the Faculty of Psychology and Educational Sciences of Tehran University", states that there is a meaningful relationship between the field of study, employment and job fit. The fields such as clinical psychology, counseling, librarianship and exceptional children have a better job status and better job matching than other disciplines. However, in fields such as educational technology and educational management, the status of employment and job satisfaction is undesirable. There is no significant difference between the mean of education and the type of employment with the field of study. Khodaei (2011) in a paper in title of "Study of the appropriateness of the field of study and employment of applicants for admission to postgraduate education" stated that the average of job-graduates relation of the graduates in the main educational group is 69%. In all the educational groups, the educational-job relationship of the graduates whose parents education is very low (uneducated). This first show that students whose parents have university education in second place. In the five major curricula, the job-educational relationship of graduates with a parent's job of a faculty or a cultural background is first-rate and students whose mothers Housekeeper, in the second is Linsey and Allen (2016). In a research entitled "The Role of Job Features and on the Occupational Poverty", Lentz and Allen (2016) found that the counseling of others favored the attitude toward the job, while working more often and sometimes the hierarchy results in lower utility and a negative attitude toward the job. Overall, the results showed that the counseling of others in the job reduces the likelihood of job stagnation. Jang and Tak (2015) in an article entitled " The study of the relationship between the phenomenon of job resilience and employees attitudes " indicated that the effect of job resilience with job satisfaction and organizational commitment is negative correlation and the results of



multiple hierarchical regression analysis showed that job motivation plays a significant role in the phenomenon of job restraint and organizational commitment. In another study by Hillman, Halt and Rayleigh (2013), entitled "The Effect of working in a job "concluded that job stagnation has a direct effect on job turnover, goals toward job satisfaction, and organizational commitment in stagnation, and that the intentions affected by job search habits are balanced.



Conceptual model of research/ relationships between variables

*Research hypotheses include:*

1. The relevance of an academic discipline to occupational characteristics influences individual employee development and organizational growth.
2. The relevance of an academic discipline to occupational characteristics affects employees' learning.
3. The relevance of an academic discipline to occupational characteristics affects employees' feelings of joy and joy.

## METHODOLOGY

Considering the fact that this research is in the real environment in order to study the behavior of individuals, this research is descriptive and correlational. The statistical population of the research consists of all employees of APS Company, whose number is equal to 329 people, using the Cochran formula 177 people were selected as sample size. The data collection tool was a two-part questionnaire. One is demographic information of staff and another part of the stagnation in career progression, based on Judith Bardwick's theory (2010) The validity and reliability of the questionnaire have been confirmed. Subsequent to this questionnaire, 77 /. Data are collected by SPSS software version 21 and finally analyzed using ANOVA one-way analysis of variance (ANOVA).

## FINDINGS

In this section, descriptive statistics is used to analyze the statistical information of the statistical sample (Table 1) and analysis of the data by one-way ANOVA test (Table 2). As we can see in

Table 1 shows that 98 undergraduates have the highest sample size and 11 have a PhD degree that includes the lowest sample size. 87 people have 11 to 20 years of work experience, the highest and 24 people over 20 years of work experience, with the lowest abundance, and 151 experts, 19 supervisors and 7 managers. The upswing and organizational growth of the first hypothesis (6/36/33) show result in a  $F_{54} / 3$  value. This F value has been significant at the level of 002/0. In other words, the relevance of the field of study to the characteristics of the promotion on the individual organizational growth of the employees affects the staff and the first hypothesis is confirmed. The total squares in the second hypothesis are 95.94 and the value of 54.4 is found to indicate that there is a meaningful relationship between the relevance of the field of study and the characteristics Occupation which is based on employee learning. Therefore, the second hypothesis is confirmed. The sum of squares for the third hypothesis is equal to 91.36, the value of f is equal to 5.21, which is in the significance level of 001/0 has been confirmed and the relevance of the field of study to the job characteristics affects employees' sense of pleasure and job happiness. The results of this research are based on the results of Nodoshan (2015), Lentz and Allen (2016) and Jang Tak (2015) and Raylewick (2013), who found that there is a significant relationship between the field of study and job stagnation.

**Table 1. Demographic data of the statistical sample**

Academ degree of education		Job position		work experience	
Bachelor degree	98	The expert	77	Between 1-10	101
Master degree	78	The supervisor	78	Between 10-20	19
PHD	11	The manager	24	Morethan 20	7

**Table 2. Analysis of one-way analysis of variance of assumptions**

assumptions	Sum of squares	df	Average squares	f	Sig
The relevance of the field of study to the characteristics of the job on the promotion and development of an individual organization	719/33	176	404/33	3/04	0/002
The relevance of the field of study to the job characteristics of job learning	90/94	176	76/94	4/04	0/000
The relevance of the field of study to the characteristics of the job on the feelings of pleasure and job joy	91/34	176	81/34	0/21	0/001

## DISCUSSION AND CONCLUSION

Judith Bardwick estimates that only one percent of the workforce in their work lives is not affected by this phenomenon; in this area, the probability of climbing the ladder of the advancement path decreases; in other words, the purpose of the \*resting zone\* in the course of career advancement is an area that because the person is there a very small probability that can be promoted afterwards. This situation, or because of a person, because of the lack of skills required to upgrade to higher posts or because of an organization, because of the lack of vacancies for promotion, It is likely to occur during the career development process of an organization's employees. In other words, according to research findings, one of the important reasons is disparity and relevance of the field of study of the staff to the job they are engaged in. The suitability of the job with the field of study means that for each person in the organization, a suitable job with the characteristics of the field of study is to enhance job satisfaction, job



motivation and as a result, there is a lower degree of job restraint and an increase in productivity and efficiency in the organization. As many people in an organization, their jobs are proportionate to their field of study and are satisfied with their job, it is as much for the organization to achieve your goals will be more beneficial to achieving career development and improvement in the organization. In other words, based on findings of the research of the relevant field of study to the job characteristics of the person who leads to more motivation for organizational improvement as well as organizational learning. Respectively, there are indicators of stagnation in the organizational promotion and organizational development that includes lack of hope improving progress, stopping the excessive occupation, being discriminated against in promotion, hoping for progress in higher occupations and hoping for perfection is influenced by the alignment of the field of study with the occupational characteristics of the individual. It is also relevant in organizational learning or the lack of a field of study with the characteristics of a person's occupation can affect the individual's efforts to either. The ability to continue studying, changing jobs, hoping for progress, willingness to participate more in organizational activities, and affecting the improvement of working conditions will also have an effect on learning.

The effect of the related field of study with job characteristics on each of the dimensions mentioned can also result in the effectiveness of the individual and organization. Overall, each of these dimensions can also have other chain implications and may also achieve goals. The organization is disturbed. According to the findings of this research, the following suggestions are presented:

- The organizations and companies in order to make employees less likely to become jobless, it is necessary to hire staff members according to their field of study for a job that suits them.
- Create job opportunities to use creativity and personal judgment of employees
- Make it possible to decide on the job requirements.
- It is important to show the job in the organization
- The Significant effects of the work on the lives and well-being of others.

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