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The Relationship between Occupational Plateau and Organizational Voice in Education Staff

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Research Paper	Abstract
<p>Receive: 2022/04/01 Accept: 2022/10/17 Published: 2023/06/03</p> <hr/> <p>Keywords: Occupational Plateau, Organizational Voice, Education.</p> <hr/> <p>Article Cite: Khalili A, Taherzadeh J. (2023). The Relationship between Occupational Plateau and Organizational Voice in Education Staff, Iranian Society of Sociology of Education. 9(1): 159-168.</p>	<p>Purpose: The purpose of the research was to investigate the relationship between job burnout and organizational voice of education workers.</p> <p>Methodology: The current research is a descriptive correlation type in terms of practical purpose and implementation method. The statistical population includes all education workers of Mehr city, Fars province, in the academic year 2020-21, numbering 510 people, based on Morgan's table, a sample of 220 people was selected by simple random sampling method. The data of the research was collected using the researcher-made occupational plateau questionnaire and the organizational voice standard questionnaire (Hames, 2012). In the current research, the convergent validity was extracted using the variance, which was higher than 0.6 for all variables, and the reliability of the questionnaires was determined using the Cronbach's alpha method in the organizational plateau questionnaire (0.82) and the organizational voice questionnaire (0.78). 0) was calculated. In order to analyze the data, Spearman, Mann-Whitney, Kruskal-Wallis and Friedman correlation coefficient tests were used in SPSS 21 statistical software.</p> <p>Findings: It showed that there was a negative and significant correlation between structural and biological plateau and organizational voice. ($p > 0.05$) and there was no significant relationship between content plateau and organizational voice ($p > 0.05$). Mann-Whitney and Kruskal-Wallis tests showed that education, age and gender had no significant effect on job satisfaction and organizational voice ($p > 0.05$). According to the Friedman test, structural plateau had the highest mean and biological plateau had the lowest mean. ($p < 0.05$).</p> <p>Conclusion: The final results of the research showed that the types of job burnout had a different relationship with the organizational voice of employees, and the level of this relationship in employees was not related to education, age and gender. Considering the importance of the issue, it is necessary for managers to create the necessary motivations in order to strengthen the organizational voice.</p>



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Detailed abstract

Purpose: Organizational voice includes talking about problems with supervisors, presenting solutions and suggestions, voicing ideas for changing work policies or consulting with experts, in today's era, listening to the ideas, thoughts, information and opinions of employees for Organizations are very important, because the expression of these ideas and opinions can be on one hand as a strategy to solve the problems and complexities of the organization and on the other hand it can represent their interests and desires so that in this way To send a message to the management to provide the conditions for their effectiveness as much as possible, one of the factors influencing the career plateau is the organizational voice. Listening to the voice of employees has become especially important for organizations because, on the one hand, the ideas and opinions of employees can solve many organizational problems, and on the other hand, it can reflect their wishes. Most of the experts consider individual, organizational and social factors to be effective regarding the expression of employees' opinions and their participation, and these factors should be investigated and analyzed, so that by knowing the effective factors, appropriate solutions can be explained in creating the constructive opinions of employees. Among the factors that have been identified in the career path cycle as influencing organizational outcomes and employees' work motivations is the phenomenon of job plateauing. The initial thoughts and writings about career plateau expressed the belief that being in a career plateau is undesirable and that employees who are in their career plateau create problems. On the other hand, the career plateau category is a trap that prevents the organization's employees from progressing in their career path and leaves a negative impact on their working life. Based on this, after three years in a job, many people get tired of that job and look at it as an unskilled job. In this way, during this period, the employees realize that there is nothing new to learn in their job, in this situation, the person feels helpless and considers his job to be of low value and undesirable. There are three types of plateaus, structural, content and biological. Each of these plateaus is created by certain factors and there is a feeling of job fatigue in all these three types of plateaus. When people reach the highest level of the organization they are capable of, they experience a structural plateau. Structural plateauing is caused by the limitations in the hierarchy of the organizational structure, because the more a person goes to the higher ranks in the organization, the more limited the positions are, or the person does not have all the abilities and skills necessary to go. It does not go to the next category. Another type of plateau is the content plateau, which sometimes people experience a job plateau due to the content of the job, generally, jobs with low variety and boring content are included in this category, they are busy doing the same job for many years. They are uniform, there is no learning, and the content dimension covers all organizations. The third type of plateau is the biological plateau, about which few researches have been done. The biological plateau describes a kind of personal feeling in such a way that people are caught in a task outside of their work and when a person suffers from everyday life and does not feel any interest and pleasure in his personal life, the purpose of the research Investigating the relationship between job satisfaction and organizational voice of education workers.

Methodology: The current research was descriptive and correlational in terms of practical purpose and implementation method. The research population included all the education workers of Mehr city (Fars province) in the number of 510 people. To estimate the sample size of the research, Morgan's table was used, so the statistical sample size was determined to be 220 people, using simple random sampling method, 220 people were selected as sample members and examined. For the selection of the sample, considering the centrality of the training center and the method, all the people in the sample had an equal chance to be selected, so while respecting the diversity in the statistical sample and also the large number of male employees, the majority of the sample members (two-thirds) were male employees. Men were chosen. The data of the research was collected using the researcher-made occupational plateau questionnaire and the organizational voice standard questionnaire (Hames, 2012). For this purpose, first, standard research questionnaires were prepared for the number of sample members. Then, by referring to the Education Center of Mehr city, permission was obtained to distribute the questionnaire. After obtaining permission, the prepared questionnaires along with filling instructions were provided to the sample members. After filling the questionnaire by the employees and categorizing it, it was entered in Excel file format

and prepared for the final analysis. In the current research, the convergent validity was extracted using the variance, which was higher than 0.6 for all variables, and the reliability of the questionnaires was determined using the Cronbach's alpha method in the organizational plateau questionnaire (0.82) and the organizational voice questionnaire (0.78). 0) was calculated. In order to analyze the data, statistical techniques were used using SPSS 21 statistical software, and in the descriptive analysis of the data, mean and standard deviation were used, and Spearman's correlation and Mann test were used to test the research hypotheses. Whitney to compare the differences between two independent groups of men and women (gender), Kruskal-Wallis test which is a non-parametric test based on rank to determine statistically significant differences between two or more groups of an independent variable on a continuous dependent variable or an order for the component. Age and education and Friedman's test were used to rank the components.

Findings: After collecting data, descriptive statistics showed that 72% of the statistical population are male and 28% are female. Also, in terms of education, 5% have a master's degree or lower, 49% have a bachelor's degree and 46% have a master's degree or higher, and in terms of age 6% are under 30 years old, 49% 30 to 40 years old, 34% 41 to 50 years old and 11% They are over 50 years old. Also, to test the hypotheses, Kolmogorov-Smirnov test was used to test the normality of the data. Not achieved, therefore, Spearman correlation coefficient was used. Which showed that there was a significant negative correlation between structural and biological plateau with organizational sound. ($P < 0.05$) and there was no significant relationship between content plateau and organizational sound ($p > 0.05$). Mann-Whitney and Kruskal-Wallis tests showed that education, age and gender had no significant effect on occupational plateau and organizational voice ($p > 0.05$). According to Friedman test, structural plateau had the highest and biological plateau had the lowest mean. ($05/0 > p$).

Conclusion: The final results of the research showed that the types of job plateaus had a different relationship with the organizational voice of the employees, and the level of this relationship in the employees was not related to education, age and gender. Encouraging employees to present individual and organizational views and opinions with the aim of increasing motivation and strengthening job ability in order to reduce career plateaus, providing a context for personal growth and appropriate promotion, through the application of the results of organizational voice and considering the ability of employees in the field Providing opinions and views, continuous career development and job enrichment with the aim of reducing stagnation and satisfying the individual and group needs of employees in the job rotation organization and using the many abilities of employees with the aim of reducing stagnation and plateauing and using The different talents of the employees were the most important aspect of plateauing in relation to the organizational voice, the biological plateau. Therefore, it is recommended to increase a person's interest and desire for a job and job efficiency through increasing motivation and encouraging people to participate more in the organization. It is also suggested to other researchers to evaluate the effects of this variable in a deeper way by evaluating more dimensions and components of job burnout separately with individual and social variables within the organization.