



INVESTIGATING THE RELATIONSHIP BETWEEN WORK PLATEAU AND
STAFF PERFORMANCE
(CASE STUDY: JUDICIARY)

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Abstract

The purpose of this study was to investigate the relationship between job plateau with employee performance (Case study: Judiciary). The current research is an applied and descriptive survey aspect. The survey population is the experts of the Judiciary. The information gathering tool A questionnaire was used in which two questionnaires were used. The first questionnaire was related to the plantation in three parts: content and structural, and biological, and the second questionnaire was related to the function. For this purpose, the information was randomly collected from the sample A total of 186 employees were collected, analyzed and analyzed. Results showed Job plateau (structural plateau, content plateau, and biological plateau) has a significant relationship with employee performance.

Keywords: Work Plateau, Structural Plateau, Plateau, Biological Plate, Staff Performance

I. INTRODUCTION

Research has shown that employees who work in a better job in the organization are more motivated, better performing, more satisfied, and more interested. For this reason, organizations are always looking for solutions to the effect the department is dedicated to managing the career path of the staff. (Rotondo & Perewe, 2000).

Researchers have also focused on reviewing the management of the job path of employees in different organizations, in order to identify the factors that lead to improving the career path. One of the factors that has been identified in the job pathway as a factor affecting organizational outcomes, Is a phenomenon of occupational flaccidity. According to many of the researchers, workplate work has quickly become a critical issue for senior executives and executives, and will be one of the most important issues of the decades to come, with proper management to avoid dissatisfaction. The staff is in demand. (2010: 500Ralami).

Most workers are experiencing a plateau, especially those who are looking for growth on the job path, according to experts from those who are experiencing a work plateau, will have stress, disappointment, feelings of failure and false accusations.



Reengineering, miniaturization, organizational restructuring, merging and strategic planning, and more fundamentally, technological advancements and aggravated competition in the workplace are among the most important reasons that have taken up the opportunities for advancement from the employees of today's organizations and have made it stay longer and stay longer. Since most employees consider development and career development as a key indicator of job success measurement, the need to pay attention to the status of the plateau is inevitable by all organizations. (2006: 692, Burke & Mikkelsen)

II. PROBLEM STATEMENT

Job Plateau is a point on the job of a person, which is less likely for him to move in the next year's organization. Writers who have studied this phenomenon for the first time have pointed to the fact that most workers experience a work plateau, especially those who seek to grow in a job, according to them, those who are on the plateau, despair, feelings of fear and sincerity along with it. According to them, jobplates can be considered as a way of changing, transforming, re-evaluating and re-evaluating. Functioning in words means state or quality of operation. Therefore, organizational performance is a general construct that refers to the way an organization operates. The most familiar definition Performance is provided by Neilley et al. (2002): The process of describing the quality and performance of past actions. According to this definition, performance is divided into two parts: (1) an efficiency that describes how the organization uses resources in the production of services or products, that is, the relationship between the actual composition of inputs and the inputs for generating certain outputs; and (2) The effectiveness that advocates the achievement of organizational goals. Rahnnavard, Farajollah (2008) Factors Affecting the Performance of Organizations in the Public Sector of Iran, Management Manuscript, Vol. 8, No. 4 (31) p. 79 and Mehdizadeh, Mehran, Haghvarak Ahmadi, Nahid, Ramezani, Mohammadreh (1392) Design Conceptual model of participatory decision making as a strategy for improving the attitudes, feelings and performance of employees in working life (Case study: All Maskan Branches in Rasht city), Transformation Management Research, Vol. 9, No. 9, p. 115, Reengineering engineering, Redesigning the organizational structure of integration and strategic alliances and all More fundamental advances in technology and the exacerbation of competition in the workplace are among the most important. They have taken up the opportunities of promotion and development from the employees, and they will remain longer in the same position as most of the employees consider promoting career advancement as a basic indicator for measuring job success (1994: 13). Appelbaum & Fineston)

The necessity of paying attention to the business planet by all organizations is inevitable in order to enhance organizational performance. Because employees expect organizations to provide opportunities for learning, opportunities for professional development and the ability to employ them in the future are very useful. Workers, if they understand Improvement and development in an inaccessible career path will lose their motivation and will result in poor performance. (2003: 539Lee,)

The organizational structure of the judiciary and the nature of the jobs that make the staff susceptible to the phenomenon of workplatization. The structure of most of the deputies and departments is composed of a deputy or manager and a number of experts, and this flat



structure has raised the vertical path of upgrading for employees with many challenges, as is the case sometimes by displacement. It is impossible to be between two departments or two deputies. Identifying the effects of workplace work on the consequences of work or organization helps to recognize this phenomenon as much as possible. In addition, recognizing the prevalence of flatfoot among employees can help senior managers and human resources managers to make appropriate solutions to modulate this phenomenon. In view of the above, in this research, we will look at whether occupancy is associated with employee performance.

Rahnavard, Farajollah (2008) Effective Factors on Performance Improvement of Organizations in the Public Sector of Iran Case Study: All National Banks of Mashhad, Journal of Management, Eighth, No. 4 (Successive 31) p. 79

Mahdizadeh, Mehran, Derakhshan, Ahmadi, Nahid, Ramezani, Mohammadreh (1392) Designing Conceptual Model for Participatory Decision Making as a Strategic Tool for Improving the Attitudes, Emotions and Performance of Workers in Working Life (Case Study: All Maskan Branches in Rasht) Researcher of Transformation Management, Fifth Edition, No. 9 p. 115.

Fayyazi, Marjan (2013) Investigating the Effects of Work Plateau on the Positive and Negative Business Challenges of Iranian Librarians. The Journal of Management Sciences of Iran, No. 8, Winter 2008, p. 139 to 156.

Plateau on the job path is a common phenomenon in organizations that leads to morale problems in employees and affects the performance of organizations. (1995: 3 Harry Fernandes,)

The percentage of increase in payments to high-performing individuals and low-performing people is due to the fact that in most cases there is no significant change between the two. (2000: 2)

Job stress and exhaustion due to the opportunities for learning and personal development, are reflected in the factors that create the morale of the occupational pathway, which affects its performance. (2001: 192 Singer,)

The impact of minimization and decision making on the basis of organizations has a devastating effect on employee performance. (2003: 10 Sandholte,)

Employees will find they will be performing poorly if they find that upgrading and upgrading are inaccessible to the job, and they will look for advancement in other organizations. (2003 Lee,)

The occupation plate is a point on a person's job path, which is very likely for him to move in the future organization of the organization. (Yamamoto 2006)

III. RESEARCH METHOD

The present research is applied to the research purpose due to the fact that the impact of employees' flashing in the organization and its results will be applied in this research. In terms of collecting information, this descriptive survey is descriptive.



Statistical population of the research:

A statistical society is a set of individuals or units that have at least one commonality. Usually, in each research of the society under study, the statistical community is a researcher who wishes to study the variable's characteristics of its units (Sarmad et al., 2008: 177).

The statistical population of the present study is all the experts of the Judiciary, whose number is 360 people.

Sampling method and sample size determination:

In this research, simple random sampling was used for sampling. Because in this method, each element of the society in question is equal to the chance to be selected. For calculating the sample size, Morgan table has been used, which is the volume The statistical sample is 186 people.

IV. SUB-HYPOTHESIS NUMBER ONE

Hypothesis H10: Material plateau has no meaningful relationship with employee performance.

Hypothesis H1a: Material plateau has a meaningful relationship with employee performance.

Correlations

		mohtavaee	amalkard
mohtavaee	Pearson Correlation	1	.904**
	Sig. (2-tailed)		.000
	N	186	186
amalkard	Pearson Correlation	.904**	1
	Sig. (2-tailed)	.000	
	N	186	186

** . Correlation is significant at the 0.01 level (2-tailed).

As shown in the table, the correlation analysis between these two variables shows a positive statistical relationship ($p < 0.05$, $r = 0.904$). And since sig is smaller than 0.05, so the assumption h0 is rejected and the assumption h1 is accepted, that is, the content plane has a significant relationship with employee performance.

Sub-hypothesis number two

H20 hypothesis: Biological plateau has no meaningful relationship with employee performance.

H2a hypothesis: Biological plateau has a significant relationship with employee performance.



Correlations

		amalkard	zisty
amalkard	Pearson Correlation	1	.245**
	Sig. (2-tailed)		.001
	N	186	186
zisty	Pearson Correlation	.245**	1
	Sig. (2-tailed)	.001	
	N	186	186

** . Correlation is significant at the 0.01 level (2-tailed).

As shown in the table, the correlation analysis between these two variables shows a positive statistical relationship ($p < 0.05$, $r = 0.245$), and since sig is smaller than 0.05, then the assumption h_0 is rejected and the assumption h_1 is accepted, that is, the plateau Content has a meaningful relationship with employee performance

Sub-hypothesis number three

Hypothesis H30: Structural plateau seems to have no significant effect on employee performance.

H3a hypothesis: Structural plateau seems to have a significant effect on employee performance.

Correlations

		amalkard	sakhtary
amalkard	Pearson Correlation	1	.382**
	Sig. (2-tailed)		.000
	N	186	186
sakhtary	Pearson Correlation	.382**	1
	Sig. (2-tailed)	.000	
	N	186	186

** . Correlation is significant at the 0.01 level (2-tailed).

As shown in the table, the correlation analysis between these two variables shows a positive statistical relation ($p < 0.05$, $r = 0.382$). And since sig is smaller than 0.05, so the assumption h_0 is rejected and the assumption h_1 is accepted, that is, the content plane has a significant relationship with employee performance.

V. CONCLUSION

Job career researchers state that reducing ambiguity about the status of the job path will have a positive impact on employee attitudes and behaviors. Problems associated with the workplace can be solved by improving the performance evaluation systems and providing better and better feedback. In addition, employees believe that the most important factor



associated with the performance of the flashed staff is communication and dialogue about performance, in which people feel meaningful in their work. As the results of the research showed, the more people who believe that they have clear goals and receive more feedback about tasks in a concrete way and the whole of their performance, they will have a clearer view of the responsibilities and responsibilities that they will have to bear, and the behaviors and Improve your attitudes in work. Redesigning jobs and redefining work processes can also help reduce felustry perceptions to create greater alignment with organizational values. Many employees were cautious about working uniformity and lack of participation in decision-making processes and lack of solidarity. Involving employees who feel they have reached a point where they no longer have the ability to upgrade, seems to be losing their motivation to work, and they experience lower job engagement and organizational commitment, and lower performance.

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