

## عنوان مقاله:

Identifying Key Factors Affecting Career Plateauing in Islamic Azad University, Science and Research Branch

## محل انتشار:

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## خلاصه مقاله:

Human resources development is one of the topics which is increasingly considered in the age of information and communications which is mainly characterized by the organizations becoming knowledge-based. Since human resources plays the most important role in knowledge-based organizations in achieving efficiency, effectiveness and productivity, it is highly considered. In career plateauing which is sometimes referred to as monotony at work, the individual believes that the likelihood of promotion in the organization is low, so his/her motivation for creativity and innovation decreases. The present descriptive-analytical study tries to identify the factors affecting career plateauing among employees in three structural, content and life domains through factor analysis by using a sample size of 100 employees. Indicators such as being overwhelmed by work and neglecting personal life, lack of challenge in the assigned job and lack of ability to work with modern technologies have been confirmed to be the main reasons of career plateauing phenomenon. Ranking of the factors show that firstly, structural factors have the highest impact on occurrence of career plateau, and content factors and factors related to living conditions are in the second and third places respectively.

## کلمات کلیدی:

human resources management, career plateauing, job satisfaction

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