



SNS COLLEGE OF ENGINEERING

Kurumbapalayam (Po), Coimbatore – 641 107

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DEPARTMENT OF MANAGEMENT STUDIES

COURSE NAME : 19BA315 STRATEGIC HUMAN RESOURCE MANAGEMENT

II YEAR /III SEMESTER

Unit IV – COMPETENCY DEVELOPMENT & CAREER

Topic 3 – Career Plateau



CAREER PLATEAU

DEFINITION:

“A career plateau has been defined as the point in a career where the likelihood of additional hierarchical promotion is very low.”

“Career plateau is the immobility career in organisation, relates to the movement up the hierarchy as the only source of career success.”



DIFFERENT KINDS OF CAREER PLATAEUX

- **Structural Plateau**
When one has progressed to a point where the organizational structure prevents him or her from moving up, due to non-availability of vacancies in higher grades.
- **Content Plateau**
When one has mastered the job and there is no longer a sense of challenge in the current position.
- **Contribution Plateau**
When one has ceased growing and searching for learning opportunities to develop competencies and add value, becoming unable to respond to changing situations or to keep up with technological changes.
- **Damaged Reputation Plateau**
When critical behaviours or events put a temporary stall on career progression.
- **Life Plateau**
When one experiences a loss of identity, direction, meaning or self-esteem, or when one undergoes self-doubt in his or her life, not just in the job.



FACTORS DETERMINING CAREER PLATEAU

Lack of individual skill and abilities

Lack of intrinsic motivation

Individual perception

Familial factor

Work locus of control

Absence of work content dimension

Slow company growth

Low career mobility needs

Business strategy



MANAGING CAREER PLATEAU

Management perspective to deal with career plateaus

- ▶ Provide alternative means of recognition
- ▶ Develop ways to make current jobs more satisfying.
- ▶ Revitalize through re-assignment
- ▶ Use self-development programmes
- ▶ Change managerial attitudes
- ▶ Modify organisation structure
- ▶ Appraise employee objectively
- ▶ Create suitable environment
- ▶ Provide counseling
- ▶ Identify symptoms of career plateau
- ▶ Encourage job rotation
- ▶ Focus at all levels of management



Employees perspective to deal with career plateaus

- ▶ Re-evaluate values, goals and priorities
- ▶ Change perspective when it comes to workflow
- ▶ Evaluate what employee can change within the units of the job procedures they are required to follow.
- ▶ Acts as mentor to someone younger or less skilled
- ▶ If industry is in a downturn, learn about topics that will be valuable when it revives
- ▶ Improve profile
- ▶ Build professional network
- ▶ Give something back to community
- ▶ If most of time spent focused on work, use the space given by plateau to enhance and expand personal life.
- ▶ If employees know that he would not be happy at a plateau on the job for the rest of working life carefully assess alternatives and options.



RECAP

QUESTIONS???

THANK YOU