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## Plague of the Plateaued employee

**As businesses advance, it gets harder for organisations to tackle stagnant employees experiencing a static career stance. Why is this plateaued state of mind.**

It is rather odd how we being creatures of habit go about with our everyday basic routines without questioning our monotonous functioning, but the application of a similar recurring and chronic work activity is quick to make us feel jaded and plateaued. Stagnating employees are a concern most organisations feel challenged with and today, this concern is setting off alarms as it has clawed its way back into an employee's mind-frame. With the business dynamics getting more radical and complex, it is not viable for companies to employ the services of those who are metaphorically 'standing still'. We cannot dismiss the gravity and consequence of petered out employees.

In spite of all the buzz and hype progressive HRM creates, career plateau remains a regular phenomenon and a problem that HR managers across industries and organisations have to grapple with. It can be defined as reaching a level of complacency, in many cases leading to employee burnout. It is not that such employees are incompetent; however, there is a general feeling of 'being stuck'. Such employees often harbour an illusion, that they have nothing more to achieve.

Employee plateauing is a disease that hampers almost every organisation, big or small and today, this malady is threatening the very potential and future of the corporate world as fast as most lifestyle diseases. This too needs expert treatment and its own set of managerial medications. In order to analyse this plague, we must dissect it to get to the root of the problem. Plateaued employees could stem from boredom of routine work or just plain complacency. Very often, external stimulators such as excitement of new work or a hard reality session can help yank the employee out of his stupor.

So, once identified, what can organisations do to cope with employees that find themselves aimlessly saturated and inert at the workplace? Today, as business trade gets global, it has become pertinent to efficiently manage career plateau in companies as it inadvertently affects both, the management and its employees.

Counselling plateaued employees helps in understanding their line of thinking. Redesigning one's career graph and reforming their goals help bring in the much-needed sanity in the otherwise stagnant employee career. Employers need to make an attempt to create a vision and goal that will motivate their employees. But the complacent ones are the ones that plague the organisation. It's easy to spot the ones who have been infected..

Sometimes, an employee could be so proficient in his/her job that nobody wants to move him/her on; as he/she is too good. Can this be a symptom of employee plateauing or can keeping an outstanding employee in the same position be a boon to the company? An employee might be too good for his/her job profile, but holding on to him/her for a long time, without considering one's growth, could hurt a firm as the employee could get frustrated and eventually, end up being depressed and unproductive.

This brings us to the crux of this dilemma - its solution. Is there a key to solving this rather common and rampantly cropping up plague? The reasons of plateauing vary from person-to-person and HR managers have to deal with it on a case-to-case basis. Employees can feel complacent due to over-achieving in the very first year of one's work and not seeing any value-addition that they can make. Often, employees fall prey to their own mind games and start believing that everyone is doing well in the booming market. As they begin to draw such comparisons, they feel stagnant as they set unrealistic demands on themselves.

Thus, it is imperative for HR managers to deal with the situation by means of inventive techniques such as the much spoken 'herding out' of the average performer and ensure that such plateaued employees don't act as speed-breakers slowing down the momentum of the organisation.

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