

A Study on Mid-Career Blues with refers to Hyundai Motor India Limited, Irungattukottai, Chennai

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Abstract: This research paper was attempted to determine the human resource management which focused on all issues related to 'people' in the organization. They are undoubtedly the most important assets. Therefore the special care must be exercised for managing them. Human resource management is concerned with activities involved in acquisition, development, motivation and maintenance of people. These are the important to achieve the organizational goals. The aim of this research was to examine the blue formation in HMIL. The significance of this research intended to help HMIL to know about the employee career prospects & also analyze this factor which influence the organization productivity. 100 samples were collected from employees (Middle level employee) of different departments [such as "HR – Recruitment, Industrial & Employee Relation, Training & Development", "Body Shop", "Paint Shop" & "Press"] in HMIL.

I. INTRODUCTION

Much of literature dealing with Human resource management and its issues recognizes the importance of mid-career blues which occurs in organization. In a modern era the employees easily get distracts in their job which leads to unhappiness in their work. These may appear because of various reasons like career choice, technology improvement, organizational climate, co-workers attitude, working environment etc. Therefore it would be quite natural that such factors would have a major impact on the organization productivity.

The present study was undertaken to clarify certain questions related to the care phase in the employee to employee environment. This research was set-up to clarify the occurrence of mid-career blues in HMIL.

This study gives feedback which is used to identify the career expectations of the employees and suggestive measures to management to satisfy the career expectations of the employees.

II. MID-CAREER BLUES

1. Introduction: Most professionals face mid-career blues—four or five years into the job and then start getting haunted by lack of further challenges, disillusionment, etc. This is not just a problem being faced by individuals but at an organizational level it is directly linked to attrition and productivity aspects.

2. Career Expectations: Experts believe that every professional has faced mid-career blues some time or the other. Various factors are responsible for mid-career blues - the most common being monotony and lack of challenges, or even a perception of lack of challenges. Some of the other factors that can play a vital role are: Lack of interest or confidence in taking up a team management responsibility; fear of losing identity while performing in a team; keeping pace with technology advancements and being ahead of the technology curve; transitioning to mid-level positions; rising to challenges of life after 40, etc. The other factors can be - lack of a good work - life balance and expectations to scale up the hierarchy very fast. The situation might aggravate where there is a mismatch between career expectations and reality. The mid-career blues are more perceived among mid-level professionals in the age group of 40 to 50 years as they are bound to critically analyse their achievements to date & compare with their ambitions. Now days many organizations facing mid-career blues among their employees which leads to less productivity, attrition in the organization, unhappiness of the employee. An amalgamation of the above factors or any of the factors individually leads to employee attribution. On many occasions; employees find the new job is a mismatch of prior expectation & eventual reality.

3. Causes and Prevention of a Career Crisis: A large fraction of professionals across various domains and job functions face the proverbial "Mid-Career Blues". In the most common cases, it starts after four or five years of work experience. The term refers to an onset of depression and lack of self believe caused by unhappiness at work. The person often feels lost and is incapable of deciding on the right career path. The most common factors that lead to mid-career blues are listed "Monotonous nature of job", "Unsatisfactory compensation", "Peer pressure".

4. Ways to prevent mid-career blues: “Knowing and Setting Early Goals”, “Being Proactive at Work”, “Alternative Career Options”, “Effective Human Resource Initiatives by Firms”.

5. Reviews of Literature:

So, you are bored with what you are doing and curse the day you chose the career. Frustration builds easily, and at the end of the day you are satisfied neither with your work nor with the way you are leading your life. You are in a dilemma for this was the job you thought you had chosen with much deliberation and thought. So, what has gone wrong? Well, you are not the only person going through such a phase. Remember that everyone at one time or the other in their career experience this. And, take heart; there is help on hand to take care of the predicament. The following solutions should help you overcome the monotony you face in your job and let you rediscover the passion you once had for your work.

SOURCE: THE HINDU-Wednesday, nov10, 2004 Online edition of India’s newspaper

III. RESEARCH METHODOLOGY

Introduction: According to Donald and Mary Stephenson “Social Research is a systematic method of exploring analyzing and conceptualizing social life in order to extend, correct or verify knowledge of human behavior and social life”.

Research Design: A research design is the arrangement of condition for collection and analysis of data in manner that aims to continue relevance to thee research purpose with economy in procedure.” In fact the research design is a conceptual structure within which research is conducted it constituted the blueprint for the collection.

Sampling Design: A sample design is the theoretical basis and the practical means by which we infer the characteristics of some population by generalization from the characteristics of relatively few of the units comprising the population falls under simple random sampling analysis.

Tools of Data Collection: There are different tools of collecting data one has to make proper planning before deciding the sources for collection of data for investigation. They have to decide purpose of enquiry (i) *Primary data*, (ii) *Secondary data*.

Statistical Tools Used: The aim of the analysis is to determine the relationship between the various factors sales potential and to determine which factor is significant in enhancing the same. Various statistical tools are of,

(1) Chi - Square Test of Independence of Attributes:

$$\Psi^2 = \sum [(O_i - E_i) / E_i]$$

(2) Kruskal – Wallis Test (K – Test) or H - Test:

$$H = [(12/n(n+1)) \sum_{i=1}^k \frac{R_i^2}{n_i} - 3(n+1)]$$

IV. FIGURES AND TABLES

Table 1:

Table shows the no. of Years of Experience in the Present Cadre

Sl. No	Classification	No. of Respondents	Percentage
1	Below 2 years	15	15%
2	2 – 5 years	54	54%
3	5 – 10 years	21	21%
4	Above 10 years	10	10%
	Total	100	100%

Inference:

Hence from the above chart most of the employees are **2 – 5 years of experience in the present cadre.**

Fig. 1:

Figure shows the no. of Years of Experience in the Present Cadre



Table 2:

Table shows the Employee Participation Level in Decision Making

Sl. No	Classification	No. of Respondents	Percentage
1	Excellent	17	17%
2	Very good	25	25%
3	Good	34	34%
4	Fair	17	17%
5	Poor	7	7%
	Total	100	100%

Inference:

Hence from the above table we can find that most of employee’s opinion towards **Good** for the participation level in the decision making.

Fig. 2:

Figure shows the Employee Participation Level in Decision Making

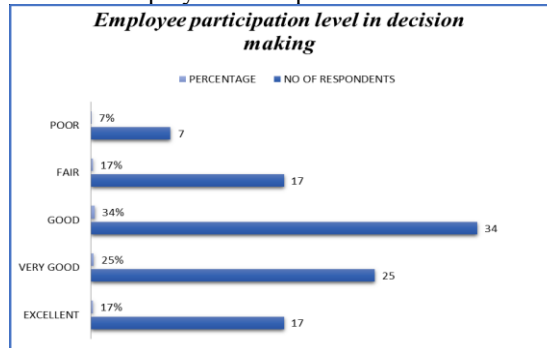


Table 3:

Table shows the Employee Enjoyment Level in Work

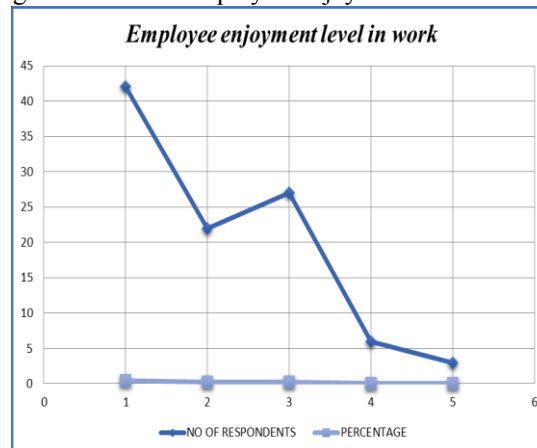
Sl. No	Classification	No. of Respondents	Percentage
1	Yes	42	42%
2	No	22	22%
3	Partly Yes	27	27%
4	Partly No	6	6%
5	Can't say	3	3%
	Total	100	100%

Inference:

Hence from the above table we can find that most of employee’s said **Yes** that they are enjoying the work.

Fig. 3:

Figure shows the Employee Enjoyment Level in Work



V. CONCLUSION

Limitation: The behavior of the employees while approaching them to fill the questionnaire was unpredictable. And the shortage of time was another constraint for the study. There may be error due to bias of respondents.

Advantages: (i) Career stagnation analysis of the company is mainly focused, (ii) Employee career path vision is focused, (iii) Employee career aspects are enhanced, (iv) Employee's level of interest towards work is monitored and motivated and (v) The gap between employees and management is identified and rectified.

Conclusion: The research data was collected using MCB [Mid-Career Blues] Questionnaire regarding career attributes of employees. Analysis was done through various statistical tools to find the employee's mind set about their work life. In the whole, this research was carried out to suggest the organization in respect to Mid-Career Blues among the employees. Based on the statistical techniques, this report helps Hyundai Motor India Limited (HMIL) to focus more in employee career prospects and it leads to improve the productivity of an organization. The study had found that the Mid-Career Blues level in the organization was Neutral. As a researcher, I'm satisfied with this study.

This report helps Hyundai Motors India Limited to focus more in employee prospects and its leads to productivity of an organization and this may help the management to attract, retain and best utilization of human resource.

Acknowledgements

I would like to thank **Nirmal Raj @ Louis Navine. J** Asst. Manager, Hyundai Motor India Limited encouraging me which was significant in successful completion of project. I thank all the Departmental heads and employees of **HYUNDAI MOTOR INDIA LIMITED** for guiding me and extending their co-operation in completing this project successfully.

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