THE INFLUENCE OF CAREER-PLATEAUING DIMENSIONS ON ENGINEERS’ ATTITUDES AND BEHAVIORS AND THE MODERATING ROLE OF SELF-PLATEAUING

This study examines the influence of three forms of plateauing—namely structural, content and pay—on the attitudes and behaviours of 900 Canadian engineers. The results show that each of the three forms of plateauing is related to several attitudinal variables (e.g. career and firm satisfaction, interpersonal and life success, organizational commitment, perception of fairness of promotion system) and also to behavioural propensities (e.g. intent to quit and extra-role behaviours). Of the three forms of plateauing named, the findings shows that engineers' attitudes and behaviours are best explained by content plateauing. The results also reveal that self-plateauing has a significant moderating effect on some relationships between career dimensions and outcomes studied.