

Review and Prospect of career compromise

Tian Yu

Wuhan University Of Technology, Wuhan, Hubei, China

956869774@qq.com

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Abstract: Based on the relevant research at home and abroad, this paper summarizes the concept connotation of career compromise, dimensions and measurement, theoretical development, and impact effect. At the same time, through the overall review and analysis of the relevant domestic achievements, we find the influence of career compromise on career decision-making, career commitment, job burnout, and career satisfaction and so on. Finally, we summarize the shortcomings of the existing research, and on this basis, we look forward to the future research direction.

1. Introduction

With the coming of the era of borderless organization, people are experiencing more and more career decisions. Every career decision is to get a better job, and then step by step to career success. However, in every career decision-making, due to limited personal ability or imbalance between supply and demand in the labor market, job seekers are often unable to find a job [deleted] that fully meets their ideal. At this time, people need to retreat and seek for the second place, and choose a career that does not fully meet their ideal in a certain or a certain aspect, that is to say, career compromise. However, in China, due to the relatively backward employment guidance and psychological counseling services, many job seekers often show irrationality, blindly follow others' views, or never compromise when facing career compromise. These irrational compromises not only seriously affect personal physical and mental health and family happiness, but also affect the overall performance and future development of the employer, and also restrict the efficiency of social human resources utilization. Therefore, how to guide job seekers to make rational career compromises, How to reduce the negative impact of career compromise is considered to be an important direction of organizational management practice and academic research.

2. The Concept Connotation of Career Compromise

Compromise, as the name implies, refers to the concession and concession with principle and bottom line. In life, people often face many obstacles when they want to achieve their goals. At this time, blind adherence may not achieve the ultimate goal. Therefore, appropriate compromise is regarded as a kind of wisdom and strategy in the process of achieving personal daily standards. In terms of employment, the compromise is embodied in choosing some unsatisfactory jobs. it can be shown in the selection of unsatisfactory jobs. In the academic field, there have been scholars concerned about the concept of career compromise for a long time. For example, super (1953) [1] proposed that compromise is a key aspect of career decision-making that can not be ignored, and compromise is a combination of individual and social factors and between self-concept and reality. Later, Crites (1978) pointed out that career compromise is a dimension of career maturity, and defined it as the balance between the realization of realistic requirements and individual needs by the active recognition well. In addition, some scholars also mentioned the concept of career compromise in relevant theories. For example, Holland [2] mentioned in the theory of personal job matching that when an individual does not match the characteristics of a job, people need to make a

career compromise. Lent [3-4], et al. (1994) mentioned in the theory of social cognitive occupation that when people are faced with realistic or perceived career obstacles, they often need to make career compromise. Although these scholars have mentioned the concept of career compromise, they have not carried out in-depth discussion and Research on career compromise. Until 1981, Gottfredson, an American scholar, established the first theory of career compromise, the theory of limitation and compromise. In this theory, career compromise is defined as the process in which an individual changes career satiety in order to make career choices within acceptable options. This definition was also widely accepted by later researchers. However, in the empirical study of career compromise, we find that although the definitions adopted by the researchers are similar, the research perspectives are different. Some researchers study career compromise from the perspective of long-term personal development (Gottfredson, 1981; creed and Blume, 2013), [6], while others study career compromise from the perspective of short-term career decision-making.(gati. 1993: Zhuang Mengjie, 2008) [5]

Therefore, based on the existing research, we sort out the definition of career compromise from the perspective of time and scope: (1) from the perspective of time. First, in the long run, career compromise can be defined as the process that individuals change their career aspirations with cognitive development in order to make realistic career choices in the area of acceptable options. Second, in the short run, career compromise can be defined as that in a career decision-making process, individuals, because they are unable to get their most ideal jobs, fall back and seek the next, The process of selecting a satisfactory job available. (2) In terms of scope. First, in a narrow sense, career compromise refers to that an individual engages in the career he or she expects, but the current work he or she chooses fails to reach the expected level in some aspects; second, in a broad sense, career compromise includes not only that the selected work fails to reach the expected level, but also that the selected occupation is not the one he or she most expects.

Table 1. Concept connotation of career compromise

Researcher	Definition
Gottfredson	The theory of limitation and compromise, in which career compromise is defined as the process in which an individual changes his or her career satiety in order to make a career choice within an acceptable choice area.
Ginzberg	It is the end stage in the process of career choice in adolescence. In this stage, individuals have to sacrifice their internal needs (such as interest and ability) to meet the external objective reality.
Super	When the self-concept does not conform to the reality, there will be a compromise. Compromise is a combination of individual and social factors and between self-concept and reality.
Nadene ^[17]	Compromise is the process by which an individual gives up some of his or her preferred options in the face of obstacles that he or she considers difficult to overcome.
Crites ^[7]	Career compromise is a dimension of career maturity, and it is defined as the balance between active recognition well and individual needs.
Lent	According to the theory of social cognitive occupation, when people are faced with realistic or perceived career obstacles, they often need to make career compromise.
Holland	According to the theory of personal job matching, people need to make a career compromise when they don't match their job characteristics.

3. Dimensions and measurement of career compromise

Gottfredson divides the perceived degree of compromise into three levels: high, medium and low, and divides the process of compromise into two types. The first is expected compromise, which occurs when people adjust their career goals according to their perceived career availability. The

second is realistic compromise, which occurs when people encounter realistic obstacles in the process of pursuing ideal career goals. [11]

In the process of scale development, the actual situation of career compromise is fully considered, and the developed scale can better explain the three career compromise modes proposed by Gati. First of all, pay attention to the way of compromise between occupations, and measure the satisfaction level of individual in career interest and career ideal, so as to reflect the degree of individual's compromise on career itself. Secondly, it can be used to measure the degree of compromise among different factors, reflecting the degree of compromise among different factors through the satisfaction of different aspects such as future development opportunities, personnel and job matching. Finally, by measuring the satisfaction of each factor such as salary level and promotion opportunity, we can reflect the degree of compromise within each factor.

Weng Qingxiong et al. developed the scale based on the compromise model theory of Gati [8-9] (1993). In the process of scale development, the actual situation of career compromise is fully considered, and the developed scale can better explain the three career compromise modes proposed by Gati [10]. Development opportunity compromise refers to a certain degree of compromise in future development when individuals make career decisions. Career matching compromise refers to a certain degree of compromise on the match between the position and their knowledge, skills, interests, etc. when an individual makes a career decision. Social expectation compromise refers to a certain degree of compromise on the consistency of position and social expectation when an individual makes a career decision.

4. Theoretical Development of Career Compromise

(1) The theory of limitation and compromise [11]. The theory explains the process of people's compromise from the perspective of individual cognitive development. It holds that compromise is a process that accompanies the development of an individual's life, that is, a long-term career compromise. The concepts involved in the theory are: Self-concept cognition, [these English can be deleted] career recognition, career ambition, career ideal, social space, limitation and compromise. The two core concepts are limitation and compromise. Self-concept cognition refers to the individual's view of self, that is, the view of "who am I". Occupation cognition refers to the individual's view of occupation, which includes the personality of the person engaged in the occupation. Career ambition refers to the career goals that an individual sets for himself after assessing the appropriateness and reliability. Social space refers to some occupations that individuals think fit or want to fit through their efforts. It can also be said that it is an acceptable career choice space for individuals. The so-called limit refers to the process of young people constantly narrowing down their desired career areas. In this process, people constantly eliminate their unacceptable career, create their own social space (i.e. an individual's acceptable career choice space), and then, by constantly reducing the choice space, finally choose a career that they think is appropriate. The so-called compromise refers to the process that people exclude the jobs they like but can't get, and bring those jobs with greater availability into their career choice space. In the pursuit of career goals, people will encounter various obstacles. These obstacles make people realize that it is often unrealistic to get the best job. At this time, you often need to reconsider your career choice space, and include those careers that you didn't like so much into the scope of alternative careers. The theory points out that the whole process of career restriction and compromise is accompanied by the process of cognitive development. In this process, individuals mainly consider from three aspects: gender, social status, and interest.

(2) According to decision theory, Gati defines career compromise as that individuals are willing to consider career options different from the ideal career, namely, short-term career compromise. In his opinion, Gottfredson's theory [12] fails to consider other aspects besides gender, social status and interest, and fails to consider that individual preferences in different aspects are very different. Gati believes that different choices in career decision-making are called career choices. Each career choice contains many aspects, and each aspect has different advantages and disadvantages, The degree can be continuous or discrete. Different degree can be called level, which represents the

internal degree change of each aspect. At the same time, Gati (1993) put forward three compromise models: 1) inter career compromise. In reality, the most satisfying option that conforms to the assumed perfect combination of job characteristics does not exist, and individuals can only find the career closest to their ideal career impression. 2) Compromise among factors, because it is impossible for an individual to consider all factors related to occupation when making career decision, This requires compromising by measuring the relative importance of all aspects, such as selective compromises between the current salary level and future promotion opportunities; 3) internal compromises of factors, which are based on the internal priorities of all factors. Since it is often impossible for all factors to reach the optimal level, individuals must consider the minimum water acceptance of each factor Ping, for example, in terms of salary, an individual will set a minimum standard. If it is higher than this level, acceptance will be considered; otherwise it will not be accepted.

(3) According to the demand theory, the development demand is the high-level demand of an individual. When the low-level demand of an individual is satisfied, it will further pursue the high-level development demand to realize individual value (Wehba and Birdwell, 1976) [5]. Therefore, when individuals make compromises on development opportunities in career decision-making, they will generally look for new opportunities when the time is right, and it is difficult to generate long-term commitment to the current career.

(4) According to the theory of rational behavior (Fischbein, 1979) [13], the individual's understanding of the result of behavior and the estimation of value will affect the individual's attitude and behavior. The results of this study show that the development opportunity compromise will affect the individual's prediction of career future return, and thus affect the individual's attitude to continue to engage in the current career.

(5) Social support theory (SH and Brownell, 1984) [14] holds that mutual support among members of society can improve their happiness. When it comes to career choice, if family or friends are less satisfied with the chosen career, it is not only difficult for individuals to experience the sense of achievement, but also the confidence and courage to stay in the current career will be hit. (Cheeriness, 1991) [15-17], thereby reduces the level of individual career commitment.

5. The Effect of Career Compromise

At the individual level, professional associations bring about negative emotions and attitudes. Tsousidis and Jome [18] used experimental methods to explore the relationship between career compromise and positive emotions, negative emotions and job satisfaction. The results showed that the higher the degree of career compromise, the higher the negative emotion, and the lower the level of positive emotion and job satisfaction. Cred and Blum found that career compromise had a negative predictive effect on career satisfaction and a positive predictive effect on career distress. In addition, research by Cred and Hughes (2012) also found that career compromise can lead to the decline of perceived employability of job seekers. The research of Cred and Blum (2013) focuses on young people's job-hunting behavior and explores the possible positive effects of career compromise. They find that for those young people who focus on their career goals, professional associations make them pay more efforts to career exploration. More career exploration can improve young people's personal ability and bring more employment opportunities, which are conducive to their future career development.

From the social level, a large number of individuals in the society make irrational career compromises, which will lead to the solidification of social class, poor social mobility, imbalance of professional gender ratio and other results [19]. According to Gottfredson's theory of professional necessity, when individuals encounter professional obstacles, people will compromise in three aspects: gender, social status and interest. Taking women as an example, in a male dominated society, female job seekers often give up the jobs that they are interested in and capable of doing well due to social moral constraints, and choose the jobs that most people think are suitable for women, but they are not interested in. [20] At this time, the career scope and career development of female groups will be greatly influenced. This will further lead to the imbalance of occupational

gender distribution, poor social mobility and other social problems.

Table 2. summary of influencing factors of career compromise

Research level	Research	Research Conclusion
Individual level	Tsaousides and Jome	The higher the degree of career compromise, the higher the individual's negative emotion, and the lower the level of positive emotion and job satisfaction.
	Cred and Blum	Career compromise is a negative predictor of career satisfaction, but a positive predictor of career dilemma. Career compromise will lead to the decline of perceived employability of job seekers.
	Weng Qingxiong[21] Hu Xiaotian	The three dimensions of career compromise have significant negative impact on career commitment, among them, career matching compromise has the largest impact, development opportunity compromise is the second, and social expectation compromise has the smallest impact. This shows that the degree of compromise in career choice can significantly predict the level of career commitment. The lower the individual's career matching compromise is, that is to say, the higher the level of career commitment is when the chosen job is more consistent with their own characteristics. There is a negative correlation between job compromise and total score of job burnout, job alienation and low work efficiency.
	Cred and Blum	For those young people who focus on their career goals, the professional association makes them pay more efforts to explore their career. More career exploration can improve young people's personal ability and bring more employment opportunities, which are conducive to their future career development.
Social level	Gottfredson	A large number of individuals in the society make irrational career compromise, which will lead to the solidification of social class, poor social mobility, imbalance of professional sex ratio and other results.

6. Future Research Trends

First, future research can also consider the impact of career compromise on other behaviors of job seekers, so as to better understand the impact of compromise. The research focuses on the negative effects of career compromise, which is the current mainstream direction in this field. Future research studies career compromise from a positive perspective, that is, focusing on the potential positive effects of compromise and possible regulatory variables.

Secondly, priority should be given to career matching in career decision-making. Because of the typical collectivism orientation of Chinese culture, individual career decision-making is easily influenced by the values of family and friends. Especially in the early stage of entering the workplace, many young people often fall into the dilemma of balancing the relationship between personal ideals, family expectations and social identity. Career matching compromise has the greatest impact on individual's professional attitude and behavior. Therefore, when making career decision, people should first consider the match between individuals and occupations, and then need to measure the development prospects of occupations, and should try to reduce the impact of family or social expectations on individual career choice.

Third, when recruiting, we should examine the career decision-making motivation of employees. Under the same conditions, if employees choose to apply for the target job mainly to consider career matching, they should be given priority; if it is mainly due to family or social expectations, they should be further investigated. Specifically, we can study the relationship between the personal career ideal and the position provided by the organization, personal expectation for career development, the understanding of the future career development opportunities of the company, and the impact of family expectation on personal career choice, so as to further understand the motivation of employees to choose the job. If the employees' career interests, career ideals, knowledge and skills can be matched with the positions provided by the enterprise, they will have higher career commitment and work input, which is conducive to improving work performance, reducing job burnout and brain drain rate.

Fourth, reduce the negative effect of career compromise through career management. Most employees will experience compromise in career choice, reducing the negative effect of career compromise, which is conducive to promoting employees to better adapt to new positions and generate high career commitment. Due to the differences of personal career goals in different stages, regular understanding of employees' Thoughts on personal career development and providing a relaxed environment to meet the needs of employees' personal development can improve employees' sense of career matching and reduce the level of job burnout. At the same time, by providing necessary training and education opportunities, the organization can promote employees to master new knowledge and skills, accumulate new work experience, maintain their professional competitiveness, and make them feel the development opportunities in the organization, improve the sense of work safety, so as to be secure in their own work. For excellent employees, their contributions should be recognized through timely and appropriate awards, such as salary increase and promotion, so as to minimize the negative impact of career compromise.

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