



Mid-Career Crossroads: Examining the Role of Wrong Career Choices In Triggering Professional Crises

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ABSTRACT

Dissatisfaction with the job role can make someone miserable, it leads to anxiety, depression and an overall decrease in the quality of life. During the early years, many students compromise and take the wrong career under peer pressure, lack of awareness also leads to many choosing the wrong career options. In the highly competitive modern world, many individuals often compromise between their ideals and their actual jobs, leading too many people feeling challenged and questioning their abilities. Dissatisfaction with the job role leads to an overall decrease in performance and quality of work, interpersonal relationships of the individual are also affected due to these problems. Employees going through a mid-career crisis are uninspired and therefore lack career growth, contributing to more unpleasant emotions, failure to cope with these conditions can cause exposure to more stress and burnout. Supporting employees experiencing these feelings is highly important, for raising their capabilities and implementing both long and short-term goals. Before making any drastic decisions it is important to reevaluate the actions and look for alternate opportunities to eliminate the crisis. The present research has carried out primary data analysis to show the problems that are faced by individuals who have chosen the wrong careers.

Keywords: Mid-career crisis, wrong career, professional crisis, employees, job satisfaction, opportunities, burnout.

1. Introduction

In the modern era in which technology is updating at an alarming rate, it is common to face a mid-career crisis, even people who have enviable careers can sometimes feel stuck and grow a sense of dissatisfaction with their jobs. People who witness a rough patch in their professional life tend to face these issues more often, and the lack of growth opportunities in the work environment further makes the situation worse. The global economic crisis, psychological stress and improper work-life balance lead to feelings of stagnation and un fulfilment. Past choices and the thought of pursuing the wrong career can often be depressing for an individual, common factors that contribute to this feeling range from lack of career progression opportunities, burnout, feeling undervalued in the current work environment and failure to balance between personal and organisational values. Recognizing these signs of mid-career crisis is important for addressing it efficiently. Due to the severity of the condition, it is important to implement strategies that can help these individuals overcome the crisis and carry out both personal and professional growth. The research will dive deep into the existing literature on the impacts which wrong career choices can have on people and how professional crises can be avoided with the help of psychological intervention.

2. Literature Review

As people grow and progress through their working lives, they go through different stages which improve their ability to reflect on their career choices. Research findings show that during the mid-career stage of employment, many employees go through a crisis with their careers, which often stems from feelings of frustration, disillusionment and disengagement with their present role within the organisation. These feelings lead to the person questioning the future direction of their career and increasing the level of instability in their lives. Studies have also highlighted that people who go through this stage in their lives are also more focused on long-term goals and opportunities for future development. Recognition for the work done, and opportunities for growth and development are all factors that can influence the culture of the organisation and increase the job satisfaction of these individuals (Cawte, 2020). It has been found that both intrinsic and extrinsic factors help in reducing mid-career crises, while intrinsic factors such as relationships with co-workers and recognition is important, job and financial security are also important aspects which employees consider while deciding to continue with their profession.

The methods through which individuals deal with stress often differ, while some people can remain engaged with their profession despite experiencing a mid-career crisis, others have been found to feel disenchantment with their jobs. Mid-life is generally the time when crucial life transitions take place, leading to people re-evaluating their expectations and commitments which they have towards their work. Shin et al. (2023) have shared in their research that the support which people experience during this time is important towards managing their stress levels. The author has described people going through mid-career crises to be generally more relaxed, their experience has made them comfortable with their role in a positive way. While there remains a certain level of frustration with their career, they tend to be more resilient compared to younger employees.

Knowles & Mainiero (2021) have discovered in their research that while the patterns between men and women in their early careers are generally similar, the patterns start to be more apparent during their mid and late careers. In the early stage both men and women focus on the stimulus and work experiences, however, as they age women are more likely to prioritize their family, and men on the other hand look for authenticity and greater challenges. These characteristics are significant for layoffs and also necessary for career changes. The male career pattern has been largely rejected by the female population as it influences their decision-making process during these transitions. As the individual tries to balance their genuine self and values, they are faced with crisis with their job role and position in the organisation. The workforce has become incredibly diverse and globalized in recent times, the rapid changes in organisation and high demand on organisational performance lead to many people experiencing career challenges and crises (Guettler, 2023). Self-identity has been considered by the researcher as an important that can help prevent this feeling and improve the behaviour patterns and beliefs of the individual.

Bhatia & Saluja (2023) in their study has argued against the idea of a mid-career crisis, as crisis and dissatisfaction can occur at any point in life, it can also occur in multiple instances due to the uneven and unpredictable nature of a career in recent years. Many people go through the mid-career crisis without even realizing themselves, aligning one's passion and purpose with new skill sets to stay relevant and exceed organisational expectations can help with the career crisis. The research has also discovered that among the three primary reasons which lead to mid-career crisis, negligible career growth is the dominant reason for dissatisfaction. Self-realization of being in the wrong career and burnout were other significant reasons that caused people to experience dissatisfaction, redundancy of job roles can also cause these problems. The feeling of choosing the wrong career also leads to depression and job stagnation, as more organisation tries to be more flexible, agile and competitive, the career goals within the organisation have shifted as they have different priorities. The pandemic in recent times has also brought in more changes, making it hard to predict the new work patterns which were formed during the crisis period.

In the new competitive environment, employees need to possess cognitive skills ranging from problem-solving abilities, fluency with ideas, originality and active learning to remain relevant in their job roles and meet the expectations of the organisation. Through the adoption of proactive approaches and unique value propositions, the people will be more able to keep themselves grounded in the organisational values of the industry. Intervention methods can help in creating a position solution-oriented mindset, helping employees remain committed to the goals. Treebak & Thomsen (2022) have observed the Grounded Theory of Mid-Career Stuckness by the Swedish economist Carlsson, it has been described that career stuckness of satisfaction occurs when a person has spent too long on job functions. The theme which Carlsson has dealt with is that unemployment and labour shortage exist side by side and as a result, the feeling of being in the wrong job or having the wrong employer is generally high. The author has described mid-career stuckness as two core categories, stuckness caused by emotions and those that are caused due to situations.

The findings of Riekhoff, Ojala & Pyöriä (2021) have shown little changes in mid-career stability across the cohorts. However, stability can be increased by transitioning between employment and non-employment, and destabilisation can be observed while accounting for the jobs. The researcher has considered the age between 30 and 45 to be crucial for family formation and during this stage, the amount of stress and anxiety experienced with job dissatisfaction is at its highlight, the events that take place in mid careers can also have long lasting impacts on life.

The research carried out by Senek et al. (2020) has shown how dissatisfaction is one of the main reasons which leads to high turnover rates within organisations, the research states that while education and wage play an important role in influencing people, stress and lack of leadership within the organisations significantly help with these problems. Lack of fairness and ethical practices within the organisations also affect the ability of the individual to find satisfaction with the job role. The factors contributing to dissatisfaction can range from personal and job-related issues, relationships with staff and managers within the organisation and career development opportunities also decrease the level of satisfaction (Afulani et al. 2021). Ng (2018) in their work on the mid-career crisis has shared that people experiencing this issue generally have over 10 years of experience in their field of work. These individuals have gone through stages in their life with transition and potential crisis which has affected them in a negative way. The research further finds that these employees will experience less work engagement, additionally, it has also been found that these employees have been less interested in the intrinsic and extrinsic rewards, but rather the account effort that has been used for producing the work.

During the mid-career stage of the person's life, the knowledge and experience that they have gained allows them to react to the circumstances accordingly, additionally, men and women also experience these problems in different ways. However, the similarities lie in the drop in employee morale and satisfaction, raising stress and despair. Castillo (2020) shares that mid-career employees have a high chance of leaving their profession, feeling of loss of direction, support and mentorship. Similar to employees in another stage of their lives, mid-career employees also experience certain problems that burden them and cause them to struggle with career satisfaction. The researcher however has suggested in order to help and support these individuals, workshops and lectures can be planned to sharpen their skills and increase their ability to perform. Establishing interpersonal relationships with other colleagues can also help in passing knowledge and improving the overall experience of working within the organisation. Martin & McDowall (2022) argues that professional resilience at this stage is highly important to raise skills and effectiveness of the intervention programs to improve the mental health and satisfaction level of the employees.

2.1 Research Gap

The previous studies that have been associated with the research have shown the problems with job dissatisfaction in the general context. Not much research has been carried out on understanding the different factors that contribute to mid-career crises. Mid-career crises have not attracted much attention, suggesting a shortage of data, as a result, more attention on the present research will be provided to addressing these gaps and increase the understanding of the impact of wrong career choices on the mental health of employees and the factors that trigger a professional crisis.

2.2 Objectives

Based on the literature review that has been carried out in the present research, the following objectives have been determined for the research:

- To gather proper insight regarding wrong career choices and their contributing to feeling unfulfilled in professional life.
- To examine the overall relationship between wrong career path, job dissatisfaction and low morale.
- To explore the emotional well-being aspects and the negative impact on the mental health of individuals.
- To identify strategies that can reduce self-doubt and inadequacies experienced due to wrong career choices.

3. Methodology

The present research is highly significant as it aims to carry out research on employees who have been experiencing a mid-career crisis, due to this reason a primary quantitative form of data collection has been adopted. This form of methodology has been adopted because of its potential to produce results that are reliable and replicable. The findings of the research can be generalized as they can be applied to a large group of people. The data for the research has been collected by surveying employees who have faced mid-career crises, collecting responses from these individuals has the potential to provide authentic data from their own experience. The questionnaire for the survey was distributed on online platforms, where the participants had the option to freely participate and share their views. After collecting 101 responses, the data was arranged with the help of MS Excel before being analyzed with IBM SPSS, the findings of the study have been discussed in detail to provide a cohesive research.

3.1 Research Hypothesis

H₀: Wrong career choices have no impact on the professional life of individuals and do not lead to dissatisfaction and unfulfillment.

H₁: Choosing the wrong career leads to low morale and dissatisfaction with the job role which affects the mental well-being of the employee.

4. Data Analysis

4.1 Reliability

Reliability Statistics	
Cronbach's Alpha	N of Items
.959	10

Figure 4.1: Reliability analysis (Source: SPSS)

The reliability of this study has been checked through reliability analysis which includes a value for Cronbach Alpha. According to the analysis process, a value of 0.959 can be identified in the analysis process which can be used as a sign of reliability of this study. According to Suryanto et al. (2023), a Cronbach alpha value more than 0.6 denotes higher reliability rate. Hence, this study can also be considered reliable in nature that can be useful while proving its importance. The identified value 0.959 is higher than the standard value of 0.6, which can be addressed as the potential outcome of the overall analysis process. It also indicates the reliability of this study which can create significant impact on the society.

4.2 Demographic

Table 4.2: Demographic data

Age	25-35 years	44.6%
	36-50 years	46.5%
	Above 50 years	8.9%
Gender	Male	45.5%
	Female	54.5%
Professional experience	1-5 years	31.7%
	6-10 years	38.6%
	Above 10 years	29.7%

(Source: SPSS)

The survey was conducted among several articles of different age groups, genders and experience groups. Around 45.5% of the survey participants were male and 54.5% participants were female which denotes the presence of both gender groups in this study. The survey participants were also divided in different age groups which includes 25-35 years, 36-50 years and people above 50 years. The percentage of 25-35 years was 44.6%, the age group of 36-50 years was 46.5% and the remaining 8.9% belonged to people above 50 years of age. People with different work experience levels were present in the survey which has been helpful for the construction of this study. People with 1 to 5 years' experience were 31.7%, 6-10 years were 38.6% and people above 10 years of experience were 29.7%. Availability of people with different work experience has been helpful in the survey where their perception towards the developed statements were collected. It also reflected their opinion on the concerning factor that has been stated at the initial stage of this study.

4.3 Frequency

Table 4.3: Frequency analysis

Statements	SD	D	N	A	SA
Wrong career choice can contribute to feeling unfulfilled in your professional life	1.0	6.9	2.0	41.6	48.5
Choosing the wrong career path can lead to job dissatisfaction and low morale	3.0	3.0	4.0	35.6	54.5
Financial difficulties arise due to pursuing an unsuitable career	1.0	4.0	5.9	32.7	56.4
Wrong career choices have a negative impact on mental health and	1.0	4.0	4.0	35.6	55.4

emotional well-being of a person					
Wrong career choices can hinder career progression and advancement opportunities	1.0	3.0	5.9	35.6	54.5
Making a wrong-career choice can lead doubt and inadequacy in any particular individual	4.0	5.0	2.0	32.7	59.4
Wrong career choices can have a negative impact on relationship with supervisor and colleagues	1.0	3.0	3.0	32.7	60.4
Wrong career choices contribute to lack of motivation in a person's professional life	0	3.0	3.0	27.7	66.3
It is important for person to consider their interests, skills and values in making career choices to avoid professional choices	1.0	2.0	3.0	33.7	60.4
Choosing a wrong career path can lead to professional crisis at a particular stage in life	0	4.0	2.0	29.7	64.4

(Source: SPSS)

The frequency analysis was conducted to portray the options which have been selected by the respondents. The first statement was related to unfulfilled professional life and wrong career choice which received 41.6% agreement from the respondents along with 48.5% strong agreement. It also denotes that the majority of the participants believed that wrong career choice can lead towards the development of unfulfilled professional life. Job dissatisfaction and lower morale have also been linked with wrong career choice and statements related to this have received 35.6% agreement and 54.5% strong agreement from the participants. It also denotes that choosing the wrong career can generate a sense of dissatisfaction among an individual which can also reduce his morale. The aspects related to financial difficulties and wrong career choice have also been correlated as per the survey results. The statements related to this concept have received 32.7% agreement along with 56.4% strong agreement.

It also denotes that the majority of the survey candidates believed wrong career choice can cause financial issues to occur in the future which requires proper attention from the jobseekers. Mental health is another crucial aspect that was linked with wrong career choice. The statement related to this received 35.6% agreement and 55.4% strong agreement from the respondents. It means, selecting the wrong career can be harmful for the mental health of the workers, which can also impact his performance level in a negative manner. Acquiring career growth opportunities is also crucial for workers which can influence his perception towards the workplace. Participants have also shown 35.6% agreement and 54.5% strong agreement in this concept which indicates that wrong career choice can cause issues to occur while achieving professional success. Participants also believed that workers need to choose an appropriate career as it can influence their professional growth opportunities.

The relationship between wrong career selection and relationship with workplace colleagues have been inspected in this survey through a specific statement. This statement has received 32.7% agreement and 60.4% strong agreement from the participants which indicated their mind-set towards this concept. The findings of this statement also suggests that selecting the wrong career can cause employees to face issues while creating a robust professional relationship with their colleagues and supervisors. Employee motivation is another crucial factor that can get influenced through the decision of wrong career choice. 27.7% participants agreed and 66.3% participants strongly agreed that wrong career choice can lead to demotivation among the workers. It can also influence the performance rate in a negative manner which can be considered as an undesired outcome. A lack of motivation during the professional life can cause employees to feel dissatisfied with the career which has been highlighted in the survey.

The integration of interest, skills, values have been considered as crucial while selecting a career for future growth. A statement regarding this received 33.7% agreement and 60.4% strong agreement from the participants which can be used to portray its importance. It also means, participants believe that focusing on personal interest, skill sets and value is necessary while selecting appropriate jobs. It also indicates a lack of collaboration between these aspects can cause issues to occur during professional life. Professional crisis is another aspect that can occur due to choosing the wrong career path. This statement has received 29.7% agreement and 64.4% strong agreement from the participants. It also indicates their support towards this concept where the connection between professional crisis and wrong career choice cannot be denied.

Wrong career choice has also been considered as the source of doubt and inadequate feeling which can occur among the workers in different stages of their professional life. A statement regarding this was used in the survey which has acquired adequate redone from the selected participants. According to the analysis process, this statement has received 32.7% agreement and 59.4% string agreement from the participants. It also means participants believe in the occurrence of doubt among the mind-set which can be linked with the wrong career selection process. Majority of the survey participants believe that doubt and inadequacy can occur among an individual which can be reasoned with wrong career choice.

4.4 Descriptive

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Wrong career choice can contribute to feeling unfulfilled in your professional life	101	1	5	4.30	.889
Choosing the wrong career path can lead to job dissatisfaction and low morale	101	1	5	4.36	.923
Financial difficulties arise due to pursuing an unsuitable career	101	1	5	4.40	.849
Wrong career choices have a negative impact on mental health and emotional well-being of a person	101	1	5	4.41	.827
Wrong career choices can hinder career progression and advancement opportunities	101	1	5	4.40	.813
Making a wrong-career choice can lead doubt and inadequacy in any particular individual	101	1	5	4.45	.842
Wrong career choices can have a negative impact on relationship with supervisor and colleagues	101	1	5	4.49	.782
Wrong career choices contribute to lack of motivation in a person's professional life	101	2	5	4.57	.698
It is important for person to consider their interests, skills and values in making career choices to avoid professional choices	101	1	5	4.50	.743
Choosing a wrong career path can lead to professional crisis at a particular stage in life	101	2	5	4.54	.728
Valid N (listwise)	101				

Figure 4.4: Descriptive analysis (Source: SPSS)

Different types of statements have been used in this survey which were aimed towards collecting information regarding the preparation of the survey participants. Apart from this, different options were also presented in front of the survey participants which can be useful for them for portraying their mind-set. The impact of wrong career choice on the un-fulfilment of professional life have also been presented in this survey, where mean value can be portrayed as 4.30. It also means participants have selected option 4 and 5 for this

statement. It also means, the majority of the participants have selected option 4, as the mean value is less than 4.5. A standard deviation (SD) of 0.889 also indicates clustered nature of the rest of the dataset with the identified mean value. The connection between wrong career choice and job dissatisfaction have also been measured through the survey. The mean value of this statement was 4.36, which denotes similar results as the previous one.

A SD value of 0.923 also indicates the clustered nature of the remaining dataset which are linked with the mean value. The emergence of difficulties have also been linked with unsuitable careers which have gathered a mean value of 4.40. It also denotes that survey candidates have chosen option 4 and 5 for their response during this statement. A SD value of 0.849 can be observed in this context which denotes that the remaining value of the entire dataset is not far from the mean value. Wrong career choices have also been considered as the foremost reason behind lack of opportunities for growth. According to the analysis process, the mean value of this statement was 4.40 which can be explained in a similar manner as before. A SD value of 0.713 can be observed in this context which is negligible as it does not represent a high amount of deviation from the acquired mean value.

The impact of wrong career choice on the relationship with colleagues and supervisors have also been highlighted in the survey through the usage of appropriate statements. This statement has received a mean value of 4.49 which indicates most of the survey participants have chosen option 4 and 5 in this statement as their response. It also means participants chose the “agree” and “strongly agree” option in this category that denotes their supportive mind-set in this context. A SD value of 0.782 can be observed which also denotes that the entire findings of this statement is strongly clustered with the mean value. The relationship between personal crisis and wrong career choice has also been tested through the response of the survey participants. The mean value of this statement was 4.54 which indicates option 5 and 4 have been selected by them during the survey. It also indicates that participants have selected option 5 more than option 4 in this statement. A SD of 0.728 also justified its clustered nature with the mean value.

4.5 One-sample test

One-Sample Test						
Test Value = 4						
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Wrong career choice can contribute to feeling unfulfilled in your professional life	3.357	100	.001	.297	.12	.47
Choosing the wrong career path can lead to job dissatisfaction and low morale	3.882	100	.000	.356	.17	.54
Financial difficulties arise due to pursuing an unsuitable career	4.685	100	.000	.396	.23	.56
Wrong career choices have a negative impact on mental health and emotional well-being of a person	4.934	100	.000	.406	.24	.57
Wrong career choices can hinder career progression and advancement opportunities	4.893	100	.000	.396	.24	.56
Making a wrong-career choice can lead doubt and inadequacy in any particular individual	5.316	100	.000	.446	.28	.61
Wrong career choices can have a negative impact on relationship with supervisor and colleagues	6.231	100	.000	.485	.33	.64
Wrong career choices contribute to lack of motivation in a person's professional life	8.271	100	.000	.574	.44	.71
It is important for person to consider their interests, skills and values in making career choices to avoid professional choices	6.827	100	.000	.505	.36	.65
Choosing a wrong career path can lead to professional crisis at a particular stage in life	7.514	100	.000	.545	.40	.69

Figure 4.5: One-sample test
(Source: SPSS)

One-sample test has also been conducted during this study which can be useful for justifying the hypotheses. According to the analysis process, t-values of this analysis have received a value more than 2 which can be observed through the analysis result. The analysis process has provided t-values such as 3.357, 3.882, 4.685, 4.934, 4.893 and others. Rest of the t-values are also over 2 that can be addressed through the analysis process of this study. Apart from this, the significance level of each aspect has also been justified through the

on-sample test analysis process which can be considered crucial for illustrating the importance level. According to Di Leo & Sardanelli (2020), p value less than 0.05 denotes high statistical significance level which can also be observed in this study. The p value of the first statement is 0.001 which is lower than 0.05. The p value of remaining statements are also 0.000 which indicates a value lower than 0.05. Hence, it can be addressed that the statements are statistically significant which can be crucial for fulfilling the overall aim of this study. As result H1 has been accepted in this context.

4. Discussion

The employees that have been surveyed for the research have shared how wrong career choices can cause feelings of un-fulfillment in their lives, the opinions of the participants can be seen to align with the research carried out by Cawte (2020), providing the employees with growth opportunities and other incentives can significantly increase the satisfaction level with the work, additionally, the organization can provide both intrinsic and extrinsic rewards to reduce the stress level of the employees. The participants have also agreed that wrong career paths often lead to dissatisfaction and low morale within the work environment. Low morale experienced by the employees can be related to the financial difficulties that the employees might be facing. Shin et al. (2023) have suggested that during midlife, crucial changes take place in life which leads to individuals re-evaluating their life choices. Many people start their family and think about the future, causing more distress with their current job position. The participants also tend to agree that wrong career choices have a negative impact on the mental health of people. Guettler (2023) study on organizational performance and challenges related to career has been studied in the section as well, the author considers self-identity to be an important aspect that can help individuals feel more appreciated.

Wrong career choices also have the potential to hinder career progression and prevent individuals from grasping opportunities. Afulani et al. (2021) have elaborated on this issue further as they share that poor mental conditions can prevent employees from using opportunities and gaining success in their professional lives. The participants also agree that mid-career crisis contributes to an increase in self-doubt and inadequacy, Riekhoff, Ojala & Pyöriä (2021) have shown how the changes in mid-career can lead to destabilization, which is likely to increase the problems faced alongside the stress and anxiety faced. Events that take place in midlife tend to have long-lasting impacts on the person, it is seen to affect the relationship which the person shares with their superiors and family at work. The participants of the survey have also agreed that the lack of motivation in the professional sphere can be improved through skill development. When the interests and values of the employees are respected within the organization it contributes to raising the work morale and performance. The findings align with that of Martin & McDowall (2022), who argue that professional resilience is important to mitigate these issues.

5. Conclusion

As concluding remarks for the present research, it can be seen that there can be different reasons which contribute to employees experiencing a mid-career crisis, lack of opportunities to grow professionally and recognition are some of the factors that lower the morale and decrease the quality of life of the people. The present study has carried out a detailed literature review within the research to understand the problems that are faced by individuals, based on the literature gap, primary data collection and analysis methods have been chosen. 101 employees who have previously experienced mid-career crises have been surveyed within the research, the findings of the study show that a majority of them have experienced un-fulfillment in their careers, the participants have also been seen to agree that the dissatisfaction with the job role can result in low morale. Poor mental health caused by to mid-career crisis affects the emotional well-being of the people. Experiencing these problems on a constant basis can hamper career advancement opportunities. It is important to help individuals going through these problems to lower self-doubt and inadequacy, these problems also cause a lack of motivation in both private and professional life. Due to these problems, the research has suggested increasing the skills of the employees to make them more suitable for coping with these problems. The findings of the research have also suggested that these problems can be faced at any stage of life, not just during the mid-career stage of life, the findings of the research has been discussed in great detail to show the different issues faced.

6.1 Limitations

It is important to recognize the limitations and challenges that were faced during the research to take the necessary steps to prevent them from happening. Challenges were faced in finding adequate data for the literature review, a large number of peer-reviewed journals and articles were behind a paywall. Likewise, due to a lack of time and resources the primary data analysis has only been carried out with 101 participants, the number of participants can be increased in future research works to increase the authenticity of the research. Furthermore, carrying out a survey has prevented participants from expressing themselves, with more time an interview method can be used to gain first-hand data from employees who have gone through mid-career crises.

6.2 Future Scope

This research has made a brief study on mid-career crossroads and the problems which individuals face in their professional careers. The study has mainly given scope to the problems faced by employees and the need to align their needs, skills and values to let them improve their conditions. The study has essentially been carried out with the help of primary quantitative data, as a result, secondary data analysis has not been carried out. Furthermore, the research has only used 101 participants, future researchers can expand on this by interviewing and surveying more participants, these future scopes have been identified by focusing on the research gap of the study.

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