

FACTORS AFFECTING ONE'S PROMOTION AT WORK

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Getting promoted at work is something many employees aspire to achieve. However, not everyone gets promoted, and it can be frustrating to see others move up the career ladder while you feel stuck in your current position. So, we will explore some of the reasons why some employees get promoted while others do not.

Performance. One of the most obvious reasons why some employees get promoted and others do not is performance. Employees who consistently perform at a high level, exceed expectations, and contribute to the success of the organization are more likely to be considered for promotion. Employers want to reward employees who are making a positive impact on the company.

Attitude. Attitude is another important factor that can impact whether an employee gets promoted or not. Employers want to promote employees who have a positive attitude, are enthusiastic about their work, and are committed to the company's goals. Employees who are negative, complain frequently, or show a lack of enthusiasm are less likely to be considered for promotion.

Soft Skills. Soft skills such as communication, teamwork, leadership, and problem-solving are becoming increasingly important in the workplace. Employees who have strong soft skills are more likely to be promoted because they can work well with others, lead teams effectively, and handle challenging situations with ease.

Education and Training. Employers value employees who are continuously learning and improving their skills. Employees who invest in their education and training are more likely to be considered for promotion because they bring new knowledge and expertise to the company. This can include attending conferences, taking courses, and pursuing certifications.

Visibility and Networking. Sometimes, getting promoted is not just about what you know but who you know. Employees who are visible within the company, network with others, and build relationships with key decision-makers are more likely to be considered for promotion. This is because they have a better understanding of the company's goals and can demonstrate their value to those in leadership positions.

Timing and Opportunity. Finally, getting promoted can also come down to timing and opportunity. Sometimes, there may simply not be any available positions to promote an employee into. Additionally, some industries or companies may have a rigid hierarchy that makes it more challenging to move up the ladder quickly.

Getting promoted at work is not always easy, and there are many factors that can impact whether an employee is considered for promotion. Performance, attitude, soft skills, education and training, visibility and networking, and timing and opportunity are all important factors to consider. By focusing on developing these skills and demonstrating your value to the company or your workplace, you can increase your chances of being considered for promotion in the future.

References:

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