Generational Experiences of Career Progression Barriers and Self-Efficacy in Black Professionals: Goals, Expectations, and Failures

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Remote Oral Presentation

Applied Research

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Agenda

- Introduction and Background of Study
- Career Progression Barriers
- Self-Efficacy
- Why This Study is Important
- Research Questions
- Methods
- Potential Limitations and Challenges
- Biblical Worldview
- Conclusion

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Introduction and Background

Career progression can be beneficial for many individuals as it can help increase job satisfaction, improve reputation, and even open up doors to other opportunities (Cenciotti et al., 2017; Wyatt & Silvester, 2015).

Baby Boomers (1946-1964), Generation X (1965-1980), Millennials (1981-1996), and Gen Z (1997-2012), each with their own values and experiences of career progression (Lyons et al., 2012; Perry, 2023).

In the United States, Black professionals struggle to advance in their careers in comparison to their White counterparts (Sisco, 2020).

Years ago, the word 'career' would refer to one's life-long commitment to an organization, giving 30-40 years of one's life to incrementally climb the corporate ladder (Olgethorpe, 2021).

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Career Progression Barriers

Career progression, also known as career advancement or career development, refers to obtaining a higher job position, receiving an increased salary, and/or gaining access to better benefits and opportunities.

As the world continues to change and the workplace adapts to current trends, it is important that organizations break down old barriers and prevent new ones from popping up, affecting the career progression of Black professionals.

Wyatt and Silvester (2015) posit that while some individuals may face a 'glass-ceiling' when attempting to move upward in their career, many Black professionals are facing a 'concrete ceiling'.

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Self-Efficacy

Self-efficacy is an important factor for goal setting and performance as individuals with higher self-efficacy will set higher goals for themselves and perform better than those with lower self-efficacy (Spector, 2021).

In 2012, Bandura further specified that self-efficacy is not only one's belief in their ability to perform a task or achieve a goal, but this can include situational factors as well.

Why This Study is Important

Barriers and struggles that Baby Boomers have faced should not be the same barriers and struggles that Millennials or Gen Z are facing. If diversity and inclusion efforts have improved over the years, why is there still a severe lack of representation of Black professionals in mid to senior level positions despite the increasing diversity rate in the United States (Cole, 2022; Davenport et al., 2022; Jensen et al., 2023; Rita & Karides, 2022; U.S. Bureau of Labor Statistics, 2023)?

Self-efficacy is an important trait for goal setting: believing in one's ability to perform well can motivate them to put forth effort into achieving their goals (Kane et al., 2021; Miller & Kass, 2019).

Research Questions

- RQ1: How do Black professionals' experiences of career progression compare across generations?

- RQ2: How do Black professionals' experiences of barriers to career progression compare across generations?

- RQ 3: What is the relationship between career progression barriers and level of self-efficacy for Black professionals?

- H1: Career progression barriers has a significant impact on level of self-efficacy for Black professionals.

Methods

- <u>Participants</u> – Black professionals, 21+ years old, at least 5 years of working experience, 10 Baby Boomers (1946-1964), 10 Generation X (1965-1980), 10 Millennials (1981-1996), and 10 Gen Z (1997-2012)

- <u>Procedures</u> – Recruit via LinkedIn and Facebook

- <u>Materials/Instruments</u> – Qualtrics software, Schwarzer and Jerusalem's (1995) 10-item General Self-Efficacy Scale, ex. item: "I can usually handle whatever comes my way"

- <u>Analysis</u> – thematic analysis and Chi-Square test

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Potential Limitations and Challenges

- Remaining objective as an author who is Black. I plan to address any potential bias in order to maintain my credibility.

- Ethical considerations as I will be discussing experiences of racial discrimination in the workplace

- Qualified or not?

- Self-efficacy vs self-confidence?

- Gen Z work experience

- Generational stereotypes

- Sample representation

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Biblical Worldview

- Galatians 3:28 teaches us that regardless of our earthly identities, we are each worthy and valued in God's eyes (New International Bible, 1978/2011).

Conclusion

- These days professionals are looking for fast career growth and are more willing to leave organizations if opportunities are lacking.

- The diversity rate in the United States has increased significantly in recent years, yet there is still underrepresentation of Black professionals in upper management positions.

- This study will explore the types of career progression barriers faced by different generational groups and measure its impact on level of self-efficacy.

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Thank You

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