

How to Crack the Involution in the Workplace

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Abstract

In recent years, the word "Involution" has become popular rapidly in society and appears in every aspect of life. This paper lists the typical manifestations of "involution" in the workplace, which is reflected in the company management culture, management system and process as well as the internal work of employees. It may cause harm such as increasing the pressure of employees, restricting their creativity and wasting their energy. In view of the hazards, this paper puts forward improvement measures, companies should combine people-oriented and performance-oriented, leaders should give employees enough space for development and employees should establish their own "differentiation", etc.

Keywords

Workplace; Involution; Manifestations; Harm; Measures.

1. Introduction

In 2020, the term "Involution" went viral on the Internet. "Involution" originally refers to the fine internal development process of a system under the constraints of external expansion, which is related to certain economic models, institutional arrangements and other social environmental factors. With the continuous development of the Internet and social media platforms, people's emotional resonance for "Involution" extends to all aspects of study, work and life.

In the workplace, involution means abnormal "white-hot competition". To compete for limited resources, people can only keep increasing the length and intensity of their work, spending a lot of energy on unnecessary things and not finding the value and meaning of their work. This leads to a reflection on the topic of employee career passion: what is it that enables employees to get rid of decadent "Involution" emotions and love their work from the bottom of their heart? It has become a management proposition of great practical importance how to keep the employee's enthusiasm for work alive in the midst of work situations.

2. Typical Performance of the Exam in the Workplace

2.1. The Involution of Company Management Culture

Culture is an important factor affecting human behavior, and the management culture of an company determines the workplace behavior of employees to a large extent. The involution of company management is shown by the following corporate cultures:

2.1.1. A Leadership-Only Culture

In order to urge employees to achieve better performance, when the group issues annual plans to subordinate company, it often ignores the market situation and blindly increases the plan by a large amount, making the final plan unexpected. However, in order to complete the task, many company complete the revenue increase target by enlarging the credit standard and other ways, or even complete the impossible task target by means of fraud.

2.1.2. The Circle Culture

The emergence of family companies leads to many family children to work in the company, and the mutual marriage makes the company members form a certain family relationship, which further develops into a circle. In the company, friends and students will also help each other in the work, thus forming a certain clique. Due to the immobility of staff in the company, some leaders of the company have been responsible for the work of a certain department for a long time, and their subordinates gradually take pride in being around the leaders or joining a certain circle, and even only obey the leaders within the circle. All of this is a result of the community culture, which makes it impossible for members to work together to get things done.

2.1.3. The Culture of Crave for Greatness and Success

The culture of crave for greatness and success makes the whole employees keen to hear the merits. Once heard the shortcomings, deficiencies are furious, the company's own problems do not dare to face up to. The popularity of "compliment culture" makes the internal propaganda of the company become a story of achievements. From the internal publication, we can't see any disadvantages of the company, even if the company has been struggling now.

2.2. The Involution of Management Systems and Processes

The internal management mode of companies is bureaucratized. Only by finding a suitable management mode for companies can they better promote the development of companies and employees. However, many companies blindly copy the bureaucratic structure of other companies regardless of their size. All kinds of internal examination and approval procedures and layers of reporting system make employees afraid. Some departments even use "circuit breaker management" without authorization. As long as the requirements are not met, relevant procedures will not be handled, which has no mobility. The same is true of large companies and small companies. The internalization of management system and process makes the internal employees suffer greatly.

In view of the ever-changing social form and external conditions, companies must formulate systems according to the actual situation of changing their own forms. However, some companies rarely connect with the world and carry out innovation. No matter how the company and external environment are, the company seems to be stationary. For the new management methods, these companies choose not to know, or after the establishment of various reasons to abolish it. More seriously, the management system of many companies has a strong "self-interest clause". Under such clause, employees often take advantage of the discourse formulated by the system to push the responsibility to others, minimize their own work and responsibility, push the work to the grassroots, and become a simple aggregator and supervisor.

2.3. The Involution within Employees

Satisfying leaders' preferences is the key to many employees' survival in the workplace, so people have their way. Leaders like beautiful powerpoint presentations, so employees spend a lot of time making cool animations and embellishing their presentations with different elements instead of focusing on key solutions. Leaders like to listen to reports and regard the report materials as work results, leading to the emergence of the phenomenon that "saying well is better than doing well" and "saying well is ability and saying well is performance". As a result, many employees put more effort into reporting and less effort into getting things done, and those who don't talk and want to get things done are eliminated by this involution.

3. The Potential Harm of Involution in the Workplace

3.1. The Involution Adds Stress to the Staff

The involution in the workplace leads to the increase of work pressure and the decrease of work efficiency. For example, some projects are actually decided by the leaders, but companies go to great lengths to make the whole decision-making process look scientific. We made one set of scientific research reports after another, invited a group of experts and scholars to give opinions and suggestions, and held one after another review meeting, just to cope with the inspection and review.

These huge and busy tasks, which cost money, time and effort, make simple problems very complicated, only to fill in the procedures and draw the so-called scientific circle of decision making. But in fact, these behaviors can not improve the performance of the company, only make the employees bear more pressure.

3.2. The Involution Limits the Creativity of Employees

The trivial reports and frequent meetings in the daily management of companies are also institutional involution, which will make employees spend a lot of energy to consider how to do a good job in the report, and study the leadership's temperament and preferences for the purpose of reporting performance. Innovation requires employees to spend a lot of time on job-related information research, while irrelevant work research limits employees' creativity to a certain extent, thus reducing the innovation ability of companies.

3.3. The Involution Wears Down the Staff's Energy

The involution will slowly wear away our intelligence and youth, wear down the individual spirit. After falling into the involution, it is a kind of silent and imperceptible waste to the individual. For the society or the organization, a large number of people silently do useless work, waste resources, reduce the overall efficiency, and weaken the external competitiveness. Our country has the world's most doctors, professors and researchers. However, our scientific and technological innovation competitiveness is not commensurate with it. This is more or less related to the design of our education system and scientific research system. Countless talents are trapped in the institutional environment of internal volume, resulting in a huge waste of talents, which is sad.

4. How can I Reduce the Involution in the Workplace

4.1. Companies should Combine People - oriented with Performance - oriented

The contradiction between people-oriented and performance-oriented is particularly outstanding in the operation of Chinese companies. In real life, people's evaluation of "996" is mixed, there is no accurate definition. In fact, Peter F. Drucker has already given the answer in his book: the company must first respect, care for, value and inspire people, that is, put people first. But the company is a competitive organization, people-oriented does not mean laissez-faire, so its employees should also be strict, motivated and urged to serve for higher performance.

Huawei has changed "people-oriented" into "striver-oriented". Strivers themselves can produce performance. It uses this idea to reconcile people-oriented and performance-oriented. Motivating employees to grow does not rely on external, stick-to-the-wall measures, but rather on boosting their self-esteem. Today's zeitgeist requires employees to set goals, commit themselves, and manage by objectives. Everyone has strengths, and companies should find and play to employees' strengths, rather than focusing on weaknesses and increasing employees' anxiety.

4.2. Leaders should Give Employees Enough Space to Develop

First of all, the involution in the workplace may be due to the bottleneck in the development of the company. As a leader, in the case of bad external environment, we should give employees enough space for development, so the leader should adjust the company structure in time to adapt to the market. When it comes to managing employees, leaders should focus on goals and results, and judge a person's work by the results they deliver, not the hours they work. If the company pays attention to the process, then it is likely to cause employees to loaf at work and finish the work overtime.

Secondly, if the involution of company is serious, then the management mode needs to be changed. In China, the management mode of most companies is top-down, and grass-roots employees are likely to become inward-bound because of anxiety. Leaders should break through the traditional management mode, truly empower and empower employees, give them more authority, and enhance their sense of security and ownership.

4.3. Employees should Establish Self-differentiation

The implication of the inner volume is that we are anxious because of "homogenization", and that "differentiation" is the key to getting out of the cycle of low-level, repetitive struggle.

The first step to establish "differentiation" is to recognize the current "homogenization", know what you are being led and restrained by, and then strive to break away from this judgment system, starting from yourself, according to their own characteristics and future needs to find their own strength of the main track. "Better to be different than better." This kind of uniqueness and differentiation is not to deliberately stand out and be different, but to have a deep understanding of themselves, and to obtain the value that "homogenization" does not have. Only in this way can we calmly cope with the coming workplace challenges, stand out from them, and be the most true selves.

5. Conclusion

Occupational "involution" has brought great harm to employees, companies and even industries to different degrees. We should pay attention to it, find out the existing problems in time, and reduce the "inside-out" problem through the joint efforts of companies, managers and employees. Only in this way can companies get better and faster development.

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