

## **SOCIAL WORK INTERVENTION RESEARCH ON CAREER RESILIENCE OF FEMALE EMPLOYEES IN ENTERPRISES**

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**Abstract:** Due to the influence of traditional Chinese thought, the conflict between multiple roles and the difference in physiological structure, female employees, as a professional group, face both physical and mental pressure. How to improve occupational resilience to relieve pressure and cope with occupational difficulties is of great importance. Based on the analysis of the problems and causes of the occupational resilience of female employees in enterprises, this paper intervened from the perspective of social work, integrated the three methods of social work: case work, group work and community work, and proposed the strategies for improving the occupational resilience of female employees from the three levels of effective self-management, strengthening corporate help and linking social support in a trinity way.

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**Keywords:** female employees in enterprises; Career resilience; Social work

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### **1. Introduction**

With the complexity and instability of the world economic environment gradually increasing, the competition among enterprises is becoming more and more intense, the enterprise changes continue to occur, and the employees of enterprises are also under huge work pressure. Heavy work tasks and fierce competition for opportunities make employees face severe challenges in their working ability and psychological endurance. Under the current social background of our country, female employees need to coordinate the responsibilities of family and work. On the one hand, they have to cater to the expectation of family care from the society, which is difficult to balance effectively. On the other hand, they need to adapt to the corporate culture and institutional norms formed under the dominance of men. Female employees' physical and mental structural characteristics and career pursuit make them gradually lose their development advantages in the workplace competition. This difficulty is not only reflected in the process of job hunting, but also in all stages of their career development. Under the traditional Chinese ideology, women often need to make more efforts in order to succeed in their career development.

In recent years, some experts and scholars have combined the research object of "resilience" in the field of positive psychology with the theory of career development to put forward the concept of "career resilience". To a certain

extent, occupational resilience can help female employees relieve the pressure and insecurity in work, effectively improve their adaptability and coping ability to negative influences, enable female employees to recover from work pressure and career difficulties as soon as possible, and adapt to changes and reforms in the enterprise. It plays a positive role in both female employees and enterprises, so it has been attached importance by researchers. This paper focuses on analyzing the existing problems and causes of female employees' occupational resilience, and intervenes in the issue of female employees' occupational resilience from the perspective of social work.

## **2. The problems of occupational resilience of female employees in enterprises**

### **2.1. Low sense of self-efficacy**

Self-efficacy mainly refers to people's confidence in their own knowledge and skills to complete the corresponding job. <sup>[1]</sup> Self-efficacy can help female employees improve their awareness and ability to resist difficulties in life and work. In the workplace, the lack of voice will cause female employees to feel powerless, less willing to actively strive for promotion opportunities, less willing to express their opinions and opinions in the team, fearing that their voice will not be valued. The constraints of traditional social concepts also lead to a lack of self-confidence and self-affirmation. Women may have doubts about their own abilities and values, lack self-confidence, and often question whether they are competent for work tasks. When women return to work after their careers have been interrupted by childbearing, they worry that they will not be able to quickly adapt to the pace of work and reintegrate into the workplace atmosphere, further undermining their sense of self-efficacy.

### **2.2. Lack of risk taking**

Adventurous spirit refers to the attitude and behavior of being willing to try new things, challenge oneself, and pursue innovation and growth. It includes an active acceptance and adaptability to the unknown and risks, as well as sensitivity and adaptability to change and uncertainty. Many career women are reluctant to take the initiative to try new opportunities and challenges due to fear of the unknown and risks. They are more inclined to choose a stable and safe working environment and are reluctant to take risks to pursue higher career development. If female employees lack the corresponding resilience and adaptability, their careers may be stranded and interrupted. Social stereotypes can further limit the career ceiling for female employees, who may shy away from challenging tasks and opportunities, fear failure and stress, and confine themselves to their comfort zone, unwilling to take risks in pursuit of higher positions or more challenging projects. This self-limiting and risk-avoiding behavior can limit their career development and growth and reduce professional resilience.

### **2.3. Job burnout intensifies**

Job burnout is a series of psychological and physiological syndromes in which individuals react to long-term emotional tension and interpersonal tension in the occupational environment. <sup>[2]</sup> Under the social background of intensifying competition in today's labor market and enterprise market, female employees in enterprises are under huge work pressure and task load for a long time. They may be faced with excessive workload, tight time, high work requirements and complicated interpersonal relationships, which are easy to produce excessive sense of dedication. The above situations will eventually lead to exhaustion of emotional resources and negative evaluations of themselves and their work, such as frustration, powerlessness and reduced self-efficacy. <sup>[3]</sup> Job burnout may also result from unequal career development opportunities. Female employees in enterprises may face obstacles to promotion and development, as well as occupational discrimination and gender bias, leading to disappointment and dissatisfaction with career development.

## **3. Causes of the problems of female employees' career resilience**

### 3.1. *Personal reasons*

Self-cognition is the evaluation and understanding of oneself. Positive self-perception protects and promotes occupational resilience for individuals. Some women have a bias in their self-perception and are unable to tolerate and accept themselves. They may underestimate their own ability and potential and have doubts about their career development. Believing that they are not good enough or have the necessary skills, they are afraid to put themselves forward for higher level positions or more challenging projects. Some professional women are too demanding on their own performance, do not give full recognition and affirmation of their achievements, experience a failure to deny their own ability and achievements, pay too much attention to their shortcomings and deficiencies, but ignore their own advantages and potential. This kind of self evaluation bias will lead to their lack of confidence and enthusiasm in work, and their weak ability to cope with challenges and pressures, thus affecting the development of professional resilience.

### 3.2. *Family reasons*

Influenced by the traditional ideas of "women should marry when they are older" and "there are three unfilial things and no offspring is the biggest" since ancient times in China, under the expectation and pressure of family and society, some women choose to temporarily shelve or give up the former between studying and working and getting married and giving birth, sacrificing the time and energy to further study and improve skills, which leads to the loss of their advantages in the workplace competition. <sup>[4]</sup>It is difficult for them to give full play to their career potential.

Women are often seen as the primary child caregivers and caregivers, which means that female employees may need to spend more time and energy caring for their children's growth and needs, gradually narrow contact with the outside world, and gradually weaken social support networks. This lack of social interaction can further lead to emotional disorders in women, <sup>[5]</sup>Making them face greater challenges in balancing work and family, limiting their flexibility and viability in their career development.

In addition, female employees may choose to take a break from their careers for a period of time due to family responsibilities, such as childcare or caring for elderly parents. This career break may have an impact on the career resilience of female employees, who may need to readjust to the work environment, re-establish professional connections, and bridge gaps in career development.

### 3.3. *Enterprise reasons*

In some enterprises, female employees may face the problem of unequal career development opportunities. For example, promotion opportunities may favor male employees more, or there may be fewer opportunities for female employees to participate in key projects and decisions, leaving them feeling less motivated and less opportunity. Female employees may face relatively lower pay packages, which may lead them to feel unfair and unsatisfied in their career development, reducing their career motivation. The working environment and culture of a company are critical to the career resilience of female employees. Female employees may face additional challenges and obstacles if the company has a culture that is sexist, gender biased or does not support work-family balance. Conversely, if companies foster a work environment that is inclusive, equal and supportive of female employees' development, their professional resilience can be enhanced.

In addition, the career planning system of enterprise employees in China is still in the initial stage of development, and the organization of career planning lacks scientific and professional systems and means to ensure its implementation. At present, small and medium-sized enterprises especially lack a clear career planning for

employees, even if the enterprise has a career management system, employees may not be clear about its nature and function.<sup>[6]</sup>

#### **4. Social work intervention analysis on career resilience of female employees in enterprises**

##### **4.1. Necessity analysis**

##### **4.1.1. Employees' need for self-improvement**

Although female employees have certain learning ability, work skills and self-regulation awareness, when they face the dual challenges of family and work, they will face unbearable major tests both physically and mentally. Female employees in enterprises not only need to shoulder the same work burden as male employees, but also the traditional Chinese concept expects them to shoulder the responsibility of taking care of their families, which greatly limits their flexibility and feasibility in career development. Female employees not only have the inherent need to relieve negative emotions at work, but also desire to give full play to their personal potential, pursue career goals, and achieve success in their careers, which provides a practical opportunity for social work intervention.

##### **4.1.2. The needs of long-term development of enterprises**

In order to achieve long-term and stable development, enterprises must be able to effectively protect the rights and interests of employees in addition to achieving the goal of revenue growth. If the fragile state of female employees' career resilience is not effectively alleviated and improved for a long time, the enterprise's talent attraction and retention will face a major test. The loss of employees will lead to a further increase in the cost of talent recruitment and training management, especially the resignation of the management, which will have a certain adverse impact on the stability of the enterprise. Paying attention to the career resilience of female employees can promote the inclusiveness of corporate culture, increase the diversity of the team, help improve the quality and innovation of decision-making, and bring additional competitive advantages to the enterprise. Externally, it can help build a positive image, win a good reputation, and increase the company's attention in society.

##### **4.2. Feasibility analysis**

##### **4.2.1. The similarity of female employees' problems**

In the current economic environment, enterprises generally have the characteristics of fast pace, tight tasks and high intensity work, resulting in a high overlap of reasons for female employees' weak career resilience, which also provides a possibility for the intervention of group work methods. Corporate social workers can adopt support groups, training groups, women's leadership development groups and career planning groups to provide a platform of mutual support and encouragement for relevant vocational skills training and knowledge sharing. Group members can share each other's experience and challenges, and jointly discuss career goals, career path selection and development strategies.

##### **4.2.2. Professionalism of social work interventions**

The professional resilience of female employees in enterprises is multi-level and complicated, which makes it difficult for employees to relieve their psychological pressure and recover their resilience. As a profession that upholds the value concept of "helping others and helping themselves", social work can fully adhere to the people-oriented value concept, based on the individual needs and vital interests of female employees as well as formulate targeted intervention programs to improve psychological support, provide scientific and professional support,

career guidance and resource links when it is involved in the problem of female employees' weak professional resilience, so as to achieve the goal of restoring resilience.

## **5. Strategic analysis of social work intervention**

### **5.1. Self-management strategies**

The general idea of corporate social work is to use group work as a starting point, supplemented by case work. First of all, the "female employee self-awareness group" is set up to encourage female employees to participate in the organization and planning of the forms and contents of activities, enhance their enthusiasm and initiative to participate, cultivate their sense of ownership, pay attention to the self-counseling and self-adaptation of female employees' career resilience, and on the basis of understanding of the whole process of their career development and individual autonomy, Emphasis on the clarification of problems and intervention strategies; Secondly, the "knowledge and skills learning group of female employees" should be carried out to strengthen vocational knowledge and skills learning and cultivate and enhance workplace competitiveness. The accumulation of human capital is a strong guarantee to enhance the career resilience of enterprise employees. Therefore, female employees should always establish the awareness of lifelong learning, give full play to their own subjective initiative, and constantly enhance their own strength, cultural quality and professional ability by participating in corporate training or self-learning. Finally, carry out the "female employee interaction group" to strengthen interpersonal communication and strengthen cooperation. Creating a harmonious atmosphere of mutual respect, mutual love and mutual help in work and life is also one of the important factors to enhance their professional resilience.

In addition to group work, corporate social workers can also use case work to intervene in the professional resilience of special employees, focusing on the status of female employees, positive interaction with the surrounding environment and social support networks.

### **5.2. Corporate help strategies**

In order to improve the career resilience of female employees in enterprises, we must first tap personal potential and stimulate the enthusiasm and initiative of self-change. Under the guidance of strengths perspective and empowerment theory, a self-growth group should be set up for female employees' career development to provide a platform for mutual support and common growth, and enhance their confidence in self-change and self-reliance by sharing each other's experiences and challenges. Secondly, enterprises can also organize or outsource experiential activities on a regular or irregular basis, invite experienced experts and scholars to the enterprise and provide lectures and symposia to help female employees learn how to complete work tasks under stressful situations through activities, which will improve their awareness and ability to develop career resilience, master positive self-regulation methods and skills, cultivate and develop a positive and flexible working attitude, enhance their self-confidence and adventurous attitude, and guide them to constantly self-learn, update their knowledge reserve and adapt to changes in the working environment. Finally, enterprises can create a harmonious working environment and atmosphere to effectively promote the integration and mutual cooperation of female employees, so as to improve their job satisfaction and loyalty.

### **5.3. Social support strategies**

The amount of social relations and support will have a certain impact on the career resilience of employees. First of all, family is an important link in an individual's life course, and is the basis for people to contact social life. A good family atmosphere and close family relationship can understand, support and encourage female employees

to overcome difficulties and challenges, maintain a positive professional attitude, and pursue career development. However, bad family interaction will interfere with individual emotions and daily life status.

Secondly, social workers should give full play to their role of policy advocacy, promote the sound and improvement of relevant laws and regulations, and create an institutional environment that effectively protects the rights and interests of female employees in enterprises. In the case of a cooling economic environment, increasing competition and continuous internal shrinkage of the labor market, government departments should create a good employment environment and competition order, accelerate the establishment of a systematic vocational training system for talents, reduce the frustration in competition, and provide institutionalized guarantee for the overall improvement of female employees' career resilience.<sup>[7]</sup>

In addition, in order to meet the diversified needs of enterprises' employment standards, social workers can timely confirm and sort out and provide true and accurate employment information for female employees, link the resources of enterprises and society, build a platform to share employment resources, cooperation opportunities and career development information, and help female employees expand their network of contacts and get more opportunities and support.

## 6. Conclusions

This paper analyzes the problems and causes of the career resilience of female employees in enterprises, and thinks and explores the aspects of social work intervention. While female employees have become an important support for enterprise development and value increase, they still need to coordinate family life, and the dual role of work-family makes their career resilience face major challenges. This paper focuses on analyzing the necessity and feasibility of social work, proposes improvement strategies from the three aspects of individual, enterprise and society as well as bases on the three major methods of social work to help women better clarify their self-cognition, stimulate personal change, adapt to the workplace environment and improve the social support network, and finally complete the improvement of professional resilience.

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