Self-Limiting Deprived Choice
—a Study of China's Civil Service Career

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Abstract. In recent years, China's civil service employment presents a unique landscape, worthy of attention and study. The complaint of boring work and low pay often appeared in the media, but relative to the few case of the resignation, most grassroots young civil servants after the struggle between resign and not resign eventually choose to stick. This is not a personal career choice, but represents a choice of a large group of 7.089 million members of civil servants who govern China. Secondly, every year at least one million young people participate in the national civil service exam attempt to among them.

Problems and a Review of the Literature

Government selects the civil servants and the public pursuit the civil service jobs all paid a lot of human, financial and material resources. Civil service jobs are civil society keen pursuit of well-deserved elite groups, and the choice of this elite group of civil servants, have representation and demonstration for college students' career choices, so what kind of factors have led to the civil service in the face of the gap between ideal and reality, even after introspection is not suitable for civil service positions , but long tangled into a state of mediocrity attracted our research interest.

In the career change research, some of the sample has aroused our interest, they feel now the occupation choice is not suitable for themselves, in the work experience depression, bondage and other negative emotional experience, want to resign but is bound by various forces, can not make the resignation behavior. Want to leave but can not do, the negative effect of the individual and the organization is greater than the turnover behavior itself[1]. In view of the problem that why evidence shows that turnover intention is the best redictor of the turnover behavior [2,3] but many people who intend to resign did not act[4,5].we conducted a literature analysis. Allen, Weeks, & Moffitt (2005) explained why some people turn their turnover intention into action, and some of them don't. Vardaman, James M., et al. (2015) considered that the center of the advice network and the friendship network of the organization network has weakened the turnover intention to leave the transformation.

In the past, the research on the relationship between the psychological factors, such as personality traits, risk preference and so on, is often not considered the key environmental factors[5]. Vardaman, James M., et al. (2015) from the perspective of relational network in the external environment is a breakthrough, but only focused on the organization's internal network relations, the family network has not been considered which is especially crucial in the context of the Chinese situation is, also did not take the important influence of culture into account.

Job embeddedness is defined as a network of various forces that prevent the employees from leaving the organization[6].Although Mitchell et al. (2001) in the job embeddedness initial conceptualization mentioned enmeshment, but they did not give the definition and application situation of work enmeshment[7] . However, it is necessary to distinguish between enmeshment and embeddedness. Job embeddedness is a positive phenomenon [7], and enmesh itself is a negative concept and directed to a person or object into bad and not easy to leave the situation. Such as in the field of research within the family and clinical psychology enmesh is defined as through latent inhibition process of individuation and psychological maturity of the development and maintenance of way, promote fusion between family members of mental and emotional family pattern is the

measurement of psychological control [8] . Enmeshed family members show high on each other's psychological control, harassment and dependence on each other [7].

From the above analysis, it can be seen that the mechanism of turnover intention to change into the turnover behavior needs more attentions[4,9]. Affect both conversion relationship between vacancies still exist and influence factors have not been systematically combing, influence mechanism also did not clarify, why people continue to stay in the organization [10,11]is a new research hotspot, and now some theoretical model has not been able to very good interpretation of the enmesh phenomenon, and with in-depth interviews and analysis of the literature, enmesh the concept further highlight, we believe that enmesh may be a new paradigm for turnover and retention research.

Research Design and Method

Qualitative research and grounded theory

We called the construction of meaning is that the individuals explain and give meaning to the event and behavior that they are involved in[12,13].Since the construction of meaning is based on the reasonable explanation of individual consciousness, because of the different construction, the same situation may result in different results [14].. Therefore, understanding the meaning of individuals' turnover and retention is very important [15]. Existing studies are quantitative studies, based on common assumptions and limited theoretical framework and data types, and seldom use self reporting and in-depth interviews [16]. But through the excavation of their own story, grounded theory can get a more comprehensive understanding of complex issues, and establish a new theory or expand the existing theory[15]. So in this paper, qualitative research and grounded theory method is used to carry out the research.

Sample selection and data collection

Sample selection.

Qualitative research is not based on extensive inference, but through the in-depth excavation of sample information to construct theory. Objective sampling method is used to select samples that providing the maximum amount of information for the study[16].

Civil servants have a special adhesive. As the lowest mobility occupation groups in China, Civil servants seems to be a symbol of good living (D,3,5-6), which are believed to be the lowest cost to change the fate (D,6,14-15) .

Enmeshed phenomenon highlights, caused widespread concern. In recent years, the complaining voice of civil servants about the boring work and low treatment often seen in the media. As a media survey found that six percent of the respondents in the civil service want to "resign", but ultimately no one do it [17], China Youth Daily also pointed out that there is a huge distance between the civil servants "want to resign" and "resignation", even if they secretly submit a resume to search a job, it is far from the resignation.

Information collection.

This paper adopts the method of combining network information collection and in-depth interview. The first round of information gathered from the network lasted from January 2014 to February 2015, and get 99946 words from the 15 samples. Because the last two samples' theoretical contribution is small, there is a theoretical saturation, so the data collection is stopped.

On the basis of the first round of information collection and collation, we interviewed 3 Civil Servants, got 36874 words interview record. We also used the second round of interviews verified and complemented the information that first round collected.

Data analysis.

1 management professors, 3 management, 5 management graduate students jointly participate in the opening up of the initial encoding stage, through the results of the 9 studies of the results of the encoding repeated comparison, to ensure the reliability of encoding.

Phenomenon and Analysis

The definition of enmeshed phenomenon

Feel bound helpless (K,4,14), tired and depression at work (A,1,10-16) and other negative emotions, don't like (F,1,27-28) and not suitable for the job(C,5,21) even think the choice is a direction error (K,5,13) want to turnover (G,1,11-12) but was tied to a variety of force like fear (A,5,8) lost (B,1,26) did not dare (B,4,17) to resign, this phenomenon bring individuals and organizations negative influence retention, we define job enmeshed phenomenon.

Analysis of the factors affecting the work Enmeshed phenomenon

From the perspective of self-awareness [18], this paper is divided into four dimensions to analyze, study the employment decisions of individuals in microscopic view, and use social cognitive theory explained how the community impact on individuals.

The study found that on the stable dimension of self-awareness exits problem of lack of career education; achievement motivation orientated by others; the pursuit of stability and the afraid of competition orientation; the minimum cost to flow to the dominant community orientation and other factors about self-worth and logical thinking.

The dynamic analysis of self-awareness dimensions found that, low treatment and little growth potential; machinery and boring work; ability is not improved; the small development opportunities; working without a sense of accomplishment and other emotional and motivational factors lead to the resignation.

The public dimension analysis of self-awareness found that, in the treatment of the issue of resignations of civil servants exit the herd and fear to lose mentality group norms caused by the lack of resources, unfair distribution and flouting the rules; the patience and "ao" group norms caused by seek stability, fear of changes. These group norms impact on the individual through family and public opinion, and this effect includes both mandatory ethics influence, but also a subtle influence really have on their values, beliefs.

The private dimension of self-awareness analysis found the personality, the pursuit of personal ambition, and the lack of confidence and other factors.

All the above factors making the vast majority of civil servants can only complain, tangled, numbness, and had to make a decision to continue to remain, when conflict in the working reality and the ideal, and even after self-reflection, rational analysis and come with the conclusion that he does not fit the civil service posts.

We believe that this self and social cognitive bias, limited the possibility of self-selection, deprived more possible options, caused young civil servants make the choice that they think have no choice but to，so we called this self-limiting deprivation choice.

Based on this analysis, we establish a decision mode of whether the civil servants will resign under the self-awareness, divided young college civil groups into four types, idealism type often choose to resign, realism type often selection adaptation, tangled-stick type often stick after complaining and seeking pointing online, interest shifted type often remodel their work, shift the gravity of life to family, hobbies, and even busy sideline work.

We show one code examples as Table 1.

Table 1   The The private dimension of self-awareness code examples

Sample number	First level code	Second level code	Third level code
G,1,26	Obedient to the wishes of their parents (to give up high salary job as lawyer and choice civil servants)	Obedience and not used make decisions (4)	The private dimension of self-awareness (7)
K-1-4	I used to listen to my parents.		
G,1,4	I have never been a brave man and even some irresolute and hesitant.		
A,8,29-30	I don't have a clear dream	No clear dream (3)	
A,8,22	Do not know why I did this choice		
A,1,9	Muddleheaded choices		

Conclusion

The article concludes with the corresponding recommendations and measures. This study constructed a decision model based on self-awareness of the civil service career transition and is conducive to the promotion of students to establish career awareness, avoiding the blind pursuit of civil service jobs, promote the human and job match of civil servants, alleviate the job burnout of civil servants , improve the civil service to work actively, and promote civil servants and the majority of young college students to consider career choices and transitions from a career perspective.

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