

# The career changing which the experience like a harassment of the workplace brings about

Aim at the element which rides over the problem with the psychological contract which can be seen from the itself history.

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**Key words:** career changing, Sense of Coherence(SOC), psychological contract

## Abstract

This research focused on a harassment-like experience in the workplace in a bottom-level. It reviewed the interaction of the organization factor and the personal factor, and it decided to clarify the discord process. To define the process of the harassment phenomenon about the main research a check sheet about the turning point is used, which used SOC29 item as the measure to measure a personal factor. Half structured interviews of two men were conducted. As for the status digging-up by the turning point, roles, and the human relations changed and there was stress as well. As for themselves, the turning point and the change could not be flexibly coped with. As for the support, it is evaluating favor, undertaking, and help when influential. It tried for positive posture to be seen and to change the meaning of the turning point into acting to remodel the turning point and it was processing a stress. As for SOC, both showed a high value. In case 1, among the lower rank measure, in the meaningfulness, being the highest, the rational public interest view which doing workplace empirical piled became a support with 85%. In case 2, the sense of manageability was the highest in 68%. In case 1, in addition to the life-time employment which is a Japanese employment practice, the status guarantee law, the one's position law, was in the background about the expectation and the degree of the performance about the contract performance about the psychological contract and the change of the conviction of the individual, contract breach, was not seen. It became the factor of the turning point of the career because it had the thing itself who is an organization member denied by the self-protection of the supervisor in case 2, the organization commitment declined and it improved an unemployed intention.