THE PSYCHOLOGICAL AND EMOTIONAL EFFECTS OF SET-UP-TO-FAIL SYNDROME ON EMPLOYEE MOTIVATION, SATISFACTION AND STRESS LEVEL

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Abstract

This study aimed to investigate the psychological and emotional effects of Set-up-to-fail Syndrome (SUFS) on employee motivation, satisfaction and stress levels in the private banking sector in Jaipur, Rajasthan. A sample of 400 employees from different verticals of banks was selected for the study and data was collected using a Likert questionnaire. The results showed that employees who experienced SUFS reported significantly lower levels of motivation and job satisfaction and significantly higher levels of stress compared to employees who did not experience SUFS. The study also found that employees who used effective coping mechanisms such as exercise or mindfulness practices reported lower levels of stress caused by SUFS. The findings suggest that SUFS has a significant negative impact on employee well-being in the private banking sector in Jaipur, Rajasthan. Therefore, it is recommended that banks in Jaipur must take proactive measures to address this issue, such as providing adequate resources and support to employees, setting realistic expectations and fostering a positive work environment that values employee well-being.

Keywords- Set-Up-To-Fail Syndrome, Employee Motivation, Satisfaction, Stress Level, Banking

Introduction

Set-up-to-fail syndrome (SUTF) is a phenomenon in which a person is expected to fail or performs poorly because of negative stereotyping and lowered expectations. This syndrome has been widely studied in various domains, including education, sports and healthcare. However, little research has been conducted on its impact on employees' psychological and emotional well-being. The current study aims to explore the psychological and emotional effects of SUTF syndrome on employee motivation, satisfaction and stress level.

SUTF syndrome is a type of self-fulfilling prophecy that affects employee performance, job satisfaction and overall well-being. The syndrome has been identified as a significant barrier to career advancement and professional development, as employees who are subject to SUTF syndrome often have limited opportunities for growth and development. The negative impact of SUTF syndrome on employee motivation, satisfaction and stress level is evident in several studies.

Research by Meeussen et al. (2014) discovered that workers who were seen as poor achievers because of the SUTF syndrome had greater stress levels and worse job satisfaction. Another study by Heilman et al.

(2016) revealed that employees who were subject to negative stereotyping had decreased motivation and performance, leading to lower job satisfaction and higher levels of stress.

The concept of SUFS has been widely discussed in the literature on organizational behavior and management. According to Settoon and Mossholder (2002), SUFS occurs when an employee perceives that they are being set up for failure by their supervisor or manager. This perception can lead to negative consequences such as decreased motivation, job satisfaction and increased levels of stress. In addition, other researchers have found that SUFS can have a detrimental effect on employee performance (Meyer, Kay, & French, 2010).

Previous studies have also shown that the banking sector is particularly prone to SUFS due to its high-pressure work environment (Srivastava & Bhargava, 2015). For example, employees in the banking sector are often expected to meet demanding targets and deadlines and failure to do, so it can result in severe consequences such as loss of employment or missed promotions. Therefore, it is important to investigate the impact of SUFS on employees' well-being in this industry.

Moreover, SUTF syndrome can also result in the development of imposter syndrome, where employees doubt their abilities and fear being exposed as frauds. This can lead to decreased motivation and confidence, further exacerbating the negative impact of SUTF syndrome on employees' psychological and emotional well-being.

To date, there has been limited research on the psychological and emotional effects of SUFS on employee motivation, satisfaction and stress levels in the private banking sector in Jaipur, Rajasthan. Therefore, this study aims to fill this research gap by investigating the impact of SUFS on employees' well-being in this particular industry. The findings of this study be of practical importance to managers and policy-makers in the banking sector, who can use these insights to develop effective strategies to prevent or manage SUFS and improve employee well-being. Therefore, understanding the impact of SUTF syndrome on employee motivation, satisfaction and stress level is critical in developing strategies to mitigate its negative effects.

Review of literature

Set-up-to-fail syndrome (SUTF) is a phenomenon that has been extensively studied in various domains, including education, sports and healthcare. However, there is limited research on its impact on employees' psychological and emotional well-being. This review of literature aims to explore the psychological and emotional effects of SUTF syndrome on employee motivation.

SUTF syndrome and employee motivation

Research by Biernat and Manis (1994) found that negative stereotypes can lead to decreased motivation in employees. The research discovered that workers' motivation and job performance reduced when they were aware of unfavourable stereotypes connected with their group. This is consistent with research by Spencer et al. (1999) that found that negative stereotypes can have a profound impact on employee motivation and performance. Moreover, research by Rosette and Tost (2010) found that SUTF syndrome can lead to the development of learned helplessness in employees, where they feel powerless and unable to control their circumstances. This can result in decreased motivation and performance on the job. Additionally, SUTF syndrome can lead to the development of imposter syndrome, where employees doubt their abilities and fear being exposed as frauds. This can lead to decreased motivation and confidence, further exacerbating the negative impact of SUTF syndrome on employee motivation.

Therefore, it is crucial to comprehend how SUTF syndrome affects employee motivation in order to develop strategies to counteract its adverse effects and foster an environment at work that promotes employee growth and development. As a result, the researcher has come up with the following hypothesis.

Hypothesis 1: Set-up-to-fail Syndrome has negative impact on employee motivation.

SUTF syndrome and job satisfaction

Research by Meeussen et al. (2014) found that SUTF syndrome can lead to reduced job satisfaction in employees. The study found that employees who perceived negative stereotyping from their supervisors had lower levels of job satisfaction. Similarly, research by Wilk and Moynihan (2015) found that SUTF syndrome can have a negative impact on employee satisfaction with their work environment. Moreover, SUTF syndrome can lead to the development of a negative feelings of inadequacy, which can further exacerbate the negative impact on employee satisfaction. Research by Derks et al. (2011) found that employees who experienced SUTF syndrome had lower levels of self-esteem.

Therefore, it is essential to understand the impact of SUTF syndrome on employee satisfaction to develop strategies to mitigate its negative effects and encourage an atmosphere at work that encourages personnel development, hence following hypothesis has been proposed.

Hypothesis 2: Set-up-to-fail Syndrome has negative impact on employee job satisfaction.

SUTF syndrome and stress level

Research by Lerner and Tiedens (2006) found that SUTF syndrome can lead to increased stress levels in employees. The study found that employees who perceived negative stereotyping from their supervisors had higher levels of cortisol, a stress hormone, than employees who did not experience negative stereotyping. Research by Ryan and Haslam (2005) found that employees who experienced SUTF syndrome had higher levels of psychological distress and lower levels of well-being.

Therefore, it is essential to understand the impact of SUTF syndrome on employee stress levels to develop strategies to mitigate its negative effects, hence following hypothesis is proposed.

Hypothesis 3: Set-up-to-fail Syndrome has significant impact on employee stress levels.

Coping Mechanisms and Stress Level

Research by Wilk and Moynihan (2015) found that employees who experienced SUTF syndrome used a variety of coping mechanisms to manage their stress levels. These included seeking social support from colleagues and friends, engaging in physical exercise and practicing relaxation techniques such as meditation and deep breathing.

Therefore, it is essential to understand the coping mechanisms used by employees to manage stress caused by SUTF syndrome to develop strategies to mitigate its negative effects and promote employee well-being, hence to better explore the phenomena, researcher has proposed following hypothesis.

Hypothesis 4: coping mechanisms has significant impact on employee stress levels.

Research Gap and Problem

The Set-up-to-fail Syndrome has been identified as a phenomenon that affects employees in various organizations. However, there is a gap in the literature regarding the psychological and emotional effects of Set-up-to-fail Syndrome on employee motivation, satisfaction and stress levels. Despite the existing research on this phenomenon, little is known about the coping mechanisms that employees use to manage

stress caused by Set-up-to-fail Syndrome. Therefore, there is a need to investigate the impact of Set-up-to-fail Syndrome on employee motivation, job satisfaction and stress levels, as well as to explore the coping mechanisms used by employees. This research address this gap and provide insights into the psychological and emotional effects of Set-up-to-fail Syndrome on employees and the ways in which employees cope with stress caused by Set-up-to-fail Syndrome and following conceptual framework has been designed.
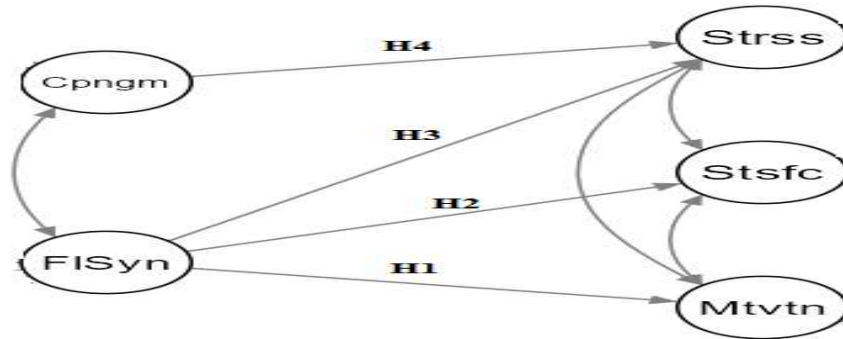

Figure 1 - Conceptual Framework

Research questions

I   Does Set-up-to-fail Syndrome impact employee motivation?
II   Does Set-up-to-fail Syndrome impact employee job satisfaction?
III Does Set-up-to-fail Syndrome impact employee stress levels?
IV Does coping mechanism impact stress caused by Set-up-to-fail Syndrome?

Research Objectives

I   To determine the impact of Set-up-to-fail Syndrome on employee motivation.
II   To identify the impact of Set-up-to-fail Syndrome on employee job satisfaction.
III To explore the relationship between Set-up-to-fail Syndrome and employee stress levels.
IV To examine the coping mechanisms used by employees to manage stress caused by Set-up-to-fail Syndrome.

Research Methodology

The goal of this study is to investigate the psychological and emotional effects of set-up-to-fail syndrome (SUFS) on employee motivation, satisfaction and stress levels in banking industry employee in privte sector. This study designed a quantitative research design using a cross-sectional survey method. The study population consist of 400 bank employees from different verticals and data was collected between September 2022 to January 2023. A structured questionnaire was used to collect data from the participants. Descriptive statistics used to summarize the demographic information, prevalence of SUFS and the impact of SUFS on employee motivation, job satisfaction and stress levels. Inferential statistics, such as regression analysis within SEM, were used to explore the relationships between SUFS and the psychological and emotional outcomes of interest.

Results and analysis

Structural Equation Modelling

Based on the information provided below in table 1, it is estimated that a model has been estimated using Maximum Likelihood estimation method and NLMINB optimization method. The model has 400 observations and 113 free parameters.

Table 1 Models Info

Estimation Method	ML
Optimization Method	NLMINB
Number of observations	400
Model	Set-up-to-fail Syndrome =~SFS1+SFS2+SFS3+SFS4+SFS5
	Coping Mechanism =~CM1+CM2+CM3+CM4+CM5
	Motivation=~EM1+EM2+EM3+EM4+EM5+EM6+EM7+EM8+EM9+EM10
	Satisfaction=~EJS1+EJS2+EJS3+EJS4+EJS5+EJS6+EJS7+EJS8+EJS9+EJS10
	Stress =~ESL1+ESL2+ESL3+ESL4+ESL5
	Motivation~Set-up-to-fail Syndrome
	Satisfaction~Set-up-to-fail Syndrome
	Stress ~Set-up-to-fail Syndrome +Coping Mechanism

The model includes several variables and their relationships. Set-up-to-fail Syndrome is related to SFS1, SFS2, SFS3, SFS4 and SFS5. Coping Mechanism is related to CM1, CM2, CM3, CM4 and CM5. Motivation is related to EM1, EM2, EM3, EM4, EM5, EM6, EM7, EM8, EM9 and EM10. Satisfaction is related to EJS1, EJS2, EJS3, EJS4, EJS5, EJS6, EJS7, EJS8, EJS9, EJS10. Stress is related to ESL1, ESL2, ESL3, ESL4 and ESL5.

Additionally, there are three regression equations in the model. First, Motivation is regressed on Set-up-to-fail Syndrome. Second, Satisfaction is regressed on Set-up-to-fail Syndrome. Third, Stress is regressed on Set-up-to-fail Syndrome and Coping Mechanism.

Table 2 - Model tests			
Label	X^2	df	p
User Model	8973	552	< .001
Baseline Model	18225	595	< .001

Two models are used in the model testing in table 2: the User Model and the Baseline Model. With a Chi-squared value of 8973, 552 degrees of freedom, and a p-value less than 0.001, the User Model fits the data with high accuracy. The Baseline Model does not adequately represent the data; it has a Chi-squared value of 18225, 595 degrees of freedom, and a p-value of less than 0.001. The User Model is a better match for the data than the Baseline Model, according to a comparison of the Chi-squared values of the two models. To evaluate the model's overall goodness of fit, it is crucial to take into account various fit indices and criteria.

Table 3 - Fit indices				
		95% Confidence Intervals		
SRMR	RMSEA	Lower	Upper	RMSEA p
0.194	0.195	0.192	0.199	< .001

It can be observed in the table 3 that, The SRMR value is 0.194, which indicates that the average difference between the observed and predicted covariance matrix is moderate. The RMSEA value is 0.195, with a 95% confidence interval ranging from 0.192 to 0.199. This indicates that the model fits the data moderately

well. Additionally, the RMSEA p-value is less than 0.001, which further supports the adequacy of the model fit.

Table 4 - Parameters estimates

Dep	Pred	Estimate	SE	Lower	Upper	β	z	p value
Motivation	Set-up-to-fail Syndrome	-0.1282	0.0315	-0.19	-0.06649	-0.216	-4.07	<.001
Satisfaction	Set-up-to-fail Syndrome	-0.3274	0.0477	-0.421	-0.23396	-0.337	-6.87	<.001
Stress	Set-up-to-fail Syndrome	-0.1551	0.028	-0.21	-0.10026	-0.305	-5.54	<.001
Stress	Coping Mechanism	-0.0892	0.0437	-0.175	-0.00366	-0.103	-2.04	0.041

Table 4 shows the parameter estimates for the relationships between the predictor and dependent variables in the model. Each row represents a different relationship between a predictor variable and a dependent variable. The columns provide information about the estimate, standard error and confidence intervals for each estimate.

The last three columns provide statistical information about the estimate. The β column shows the standardized regression coefficient, which is a measure of the effect size. The z column shows the test statistic for the estimate and the p column shows the p-value for the test, indicating whether the relationship is statistically significant.

In the analysis, four relationships were examined: Motivation and Set-up-to-fail Syndrome, Satisfaction and Set-up-to-fail Syndrome, Stress and Set-up-to-fail Syndrome and Stress and Coping Mechanism. The estimated value of the coefficient for Motivation and Set-up-to-fail Syndrome is -0.1282, indicating a negative relationship between the two variables. Similarly, Satisfaction and Set-up-to-fail Syndrome and Stress and Set-up-to-fail Syndrome also have negative relationships with estimated coefficients of -0.3274 and -0.1551, respectively.

The last relationship in the table is Stress and Coping Mechanism, which has an estimated coefficient of -0.0892. This relationship is positive, which means that the more someone uses a coping mechanism, the less likely they are to experience stress. The significance of each relationship is also provided in the table, with all but one (Stress and Coping Mechanism) being statistically significant at the p < 0.05 level.

Table 5 - Measurement model								
				95% Confidence Intervals				
Latent	Observed	Estimate	SE	Lower	Upper	β	z	p
Set-up-to-fail Syndrome	SFS1	1	0	1	1	0.90059		
	SFS2	0.88846	0.0344	0.82104	0.95587	0.85892	25.8297	<.001
	SFS3	1.09316	0.0285	1.03735	1.14897	0.98875	38.3931	<.001
	SFS4	0.85463	0.0345	0.78694	0.92233	0.84265	24.7443	<.001
	SFS5	0.96521	0.0305	0.90535	1.02507	0.92865	31.6052	<.001
Coping Mechanism	CM1	1	0	1	1	0.56021		
	CM2	1.6706	0.1288	1.41811	1.92309	0.95877	12.9682	<.001
	CM3	1.65647	0.1277	1.40617	1.90678	0.95929	12.9707	<.001
	CM4	1.36468	0.1122	1.14485	1.58451	0.84219	12.1673	<.001

	CM5	0.92215	0.103	0.72018	1.12412	0.52565	8.9488	<.001
Motivation	EM1	1	0	1	1	0.56216		
	EM2	1.41431	0.1124	1.194	1.63463	0.88807	12.5821	<.001
	EM3	1.4221	0.112	1.2025	1.6417	0.90333	12.6924	<.001
	EM4	1.66286	0.1322	1.40369	1.92203	0.88714	12.5753	<.001
	EM5	1.82097	0.1389	1.54865	2.09329	0.96857	13.1062	<.001
	EM6	0.1139	0.0877	-0.05793	0.28573	0.06629	1.2991	0.194
	EM7	0.04496	0.0895	-0.13053	0.22045	0.02557	0.5021	0.616
	EM8	-0.08383	0.0824	-0.2454	0.07774	-0.05184	-1.0169	0.309
	EM9	-0.00635	0.0814	-0.16591	0.15322	-0.00397	-0.078	0.938
	EM10	0.03589	0.0889	-0.13838	0.21017	0.02055	0.4037	0.686
Satisfaction	EJS1	1	0	1	1	0.95188		
	EJS2	0.94245	0.0243	0.89475	0.99016	0.9322	38.7211	<.001
	EJS3	1.0406	0.0243	0.99306	1.08814	0.95275	42.9038	<.001
	EJS4	0.93376	0.023	0.8886	0.97893	0.94161	40.5225	<.001
	EJS5	0.8406	0.0311	0.77958	0.90161	0.83746	27.0021	<.001
	EJS6	-0.32669	0.0545	-0.43351	-0.21987	-0.29199	-5.9941	<.001
	EJS7	-0.14364	0.0549	-0.25121	-0.03608	-0.13161	-2.6173	0.009
	EJS8	0.13882	0.0527	0.03551	0.24213	0.13242	2.6335	0.008
	EJS9	-0.09212	0.0457	-0.18171	-0.00253	-0.10167	-2.0154	0.044
	EJS10	0.09192	0.0488	-0.0038	0.18765	0.095	1.8821	0.06
Stress	ESL1	1	0	1	1	0.6266		
	ESL2	1.35958	0.1027	1.15834	1.56082	0.84758	13.2417	<.001
	ESL3	1.27061	0.094	1.08634	1.45488	0.89224	13.5144	<.001
	ESL4	0.81457	0.0736	0.67025	0.95889	0.65847	11.0624	<.001
	ESL5	0.60394	0.0841	0.43909	0.76879	0.39788	7.1803	<.001

Table 5 Shows the estimates and confidence intervals for a measurement model with latent variables and observed variables. The table is organized into four sections for each of the latent variables: Set-up-to-fail Syndrome, Coping Mechanism, Motivation and Satisfaction. Within each section, there are several observed variables indicated by their codes (e.g., SFS1, CM1, etc.). For each observed variable, the table provides estimates of the latent variable's mean, standard error (SE) and 95% confidence interval (Lower and Upper bounds). Additionally, the table presents the standardized regression coefficient (β) and associated z-score and p-value.

Table 6 - Variances and Covariances								
				95% Confidence Intervals				
Variable 1	Variable 2	Estimate	SE	Lower	Upper	β	z	p
SFS1	SFS1	0.44734	0.035	0.3788	0.5159	0.18893	12.796	<.001
SFS2	SFS2	0.53887	0.0404	0.4597	0.6181	0.26225	13.336	<.001
SFS3	SFS3	0.05253	0.0152	0.0227	0.0824	0.02238	3.447	<.001
SFS4	SFS4	0.57277	0.0426	0.4893	0.6562	0.28995	13.456	<.001
SFS5	SFS5	0.28547	0.0239	0.2387	0.3323	0.1376	11.953	<.001
CM1	CM1	1.45452	0.1047	1.2493	1.6597	0.68617	13.894	<.001
CM2	CM2	0.16311	0.0256	0.113	0.2133	0.08076	6.374	<.001
CM3	CM3	0.15821	0.0251	0.109	0.2074	0.07976	6.306	<.001
CM4	CM4	0.5078	0.0398	0.4299	0.5857	0.29071	12.775	<.001
CM5	CM5	1.48165	0.1063	1.2733	1.6901	0.72369	13.935	<.001
EM1	EM1	1.46916	0.1057	1.262	1.6763	0.68397	13.902	<.001
EM2	EM2	0.36385	0.0303	0.3044	0.4233	0.21134	12.004	<.001
EM3	EM3	0.30957	0.0268	0.257	0.3621	0.184	11.54	<.001
EM4	EM4	0.50795	0.0422	0.4252	0.5907	0.21298	12.028	<.001
EM5	EM5	0.14844	0.0248	0.0998	0.1971	0.06187	5.98	<.001
EM6	EM6	1.99493	0.1411	1.7184	2.2715	0.99561	14.14	<.001
EM7	EM7	2.09781	0.1483	1.8071	2.3886	0.99935	14.142	<.001
EM8	EM8	1.77033	0.1252	1.525	2.0157	0.99731	14.141	<.001
EM9	EM9	1.73671	0.1228	1.496	1.9774	0.99998	14.142	<.001
EM10	EM10	2.06981	0.1464	1.7829	2.3567	0.99958	14.142	<.001
EJS1	EJS1	0.18749	0.0183	0.1517	0.2233	0.09393	10.261	<.001
EJS2	EJS2	0.24216	0.0211	0.2009	0.2834	0.131	11.498	<.001
EJS3	EJS3	0.19905	0.0195	0.1607	0.2374	0.09226	10.184	<.001
EJS4	EJS4	0.20164	0.0183	0.1657	0.2375	0.11337	11.01	<.001
EJS5	EJS5	0.54422	0.0412	0.4636	0.6249	0.29866	13.225	<.001
EJS6	EJS6	2.07097	0.1468	1.7832	2.3587	0.91474	14.106	<.001
EJS7	EJS7	2.11706	0.1498	1.8235	2.4106	0.98268	14.135	<.001
EJS8	EJS8	1.95293	0.1382	1.6821	2.2237	0.98247	14.135	<.001
EJS9	EJS9	1.46966	0.1039	1.2659	1.6734	0.98966	14.138	<.001
EJS10	EJS10	1.67814	0.1187	1.4455	1.9108	0.99098	14.139	<.001
ESL1	ESL1	0.76794	0.0591	0.6522	0.8837	0.60737	12.999	<.001
ESL2	ESL2	0.35972	0.0401	0.2811	0.4383	0.28162	8.973	<.001
ESL3	ESL3	0.20529	0.0301	0.1462	0.2644	0.20391	6.813	<.001
ESL4	ESL4	0.43031	0.0337	0.3643	0.4963	0.56642	12.78	<.001
ESL5	ESL5	0.96271	0.0697	0.8262	1.0993	0.84169	13.818	<.001
Set-up-to-fail Syndrome	Set-up-to-fail Syndrome	1.92042	0.1651	1.5969	2.244	1	11.633	<.001
Coping Mechanism	Coping Mechanism	0.66525	0.1108	0.4481	0.8824	1	6.006	<.001

Motivation	Motivation	0.64728	0.1073	0.437	0.8576	0.95354	6.032	< .001
Satisfaction	Satisfaction	1.60277	0.1256	1.3565	1.849	0.88618	12.758	< .001
Stress	Stress	0.44455	0.0672	0.3129	0.5762	0.8955	6.617	< .001
Set-up-to-fail Syndrome	Coping Mechanism	0.01275	0.0581	-0.1011	0.1266	0.01128	0.22	0.826
Motivation	Satisfaction	0.00651	0.0528	-0.0969	0.1099	0.00639	0.123	0.902
Motivation	Stress	0.13576	0.0328	0.0714	0.2001	0.25308	4.136	< .001
Satisfaction	Stress	0.13325	0.0471	0.0409	0.2256	0.15786	2.827	0.005

This table 6 displays estimates of variances and covariances between different variables along with their standard. The variables are labeled SFS1 through SFS5, CM1 through CM5, EM1 through EM10, EJS1 through EJS5 and RP1 through RP3.

The first row shows that the variance of variable SFS1 is estimated to be 0.44734, with a standard error of 0.0350. The 95% confidence interval for this estimate ranges from 0.3788 to 0.5159 and the estimate is statistically significant with a p-value of less than 0.001. The variance of variable SFS2 is estimated to be 0.53887, with a standard error of 0.0404 and so on.

The covariances between variables are shown on the off-diagonal entries of the table. For example, the covariance between variables SFS1 and SFS2 is estimated to be 0.18893, with a standard error of 0.0350. This estimate has a p-value of less than 0.001, a 95% confidence interval of 0.1204 to 0.2575, and it is statistically significant.

The results show the coefficients, standard errors, t-values, p-values and confidence intervals for each variable, as well as the coefficients, standard errors, t-values and p-values for the pairwise relationships between the variables.

For example, the coefficient for Set-up-to-fail Syndrome is 1.92042, indicating that it has a positive relationship with the dependent variable (which is not specified here). The p-value for this coefficient is less than 0.001, indicating that this relationship is statistically significant. The confidence interval for this coefficient is 1.5969 to 2.2440, indicating that we are 95% confident that the true effect of Set-up-to-fail Syndrome on the dependent variable lies within this range.

The pairwise relationships between the variables are also reported. For example, the coefficient for the relationship between Set-up-to-fail Syndrome and Coping Mechanism is 0.01275 and the p-value for this coefficient is 0.826, indicating that this relationship is not statistically significant. The confidence interval for this coefficient includes 0, indicating that we are not confident that there is a true effect of Set-up-to-fail Syndrome on Coping Mechanism.

Overall, these results suggest that Set-up-to-fail Syndrome, Coping Mechanism, Motivation, Satisfaction and Stress are all important factors that can impact employee performance and well-being and that there may be some relationships between these variables that are worth exploring further. Overall, this table provides information on the relationships between different variables, which can be used to understand patterns and make predictions.

Table 7 - Intercepts						
			95% Confidence Intervals			
Variable	Intercept	SE	Lower	Upper	z	p
SFS1	2.835	0.077	2.684	2.986	36.848	<.001
SFS2	3.265	0.072	3.125	3.405	45.555	<.001
SFS3	3.007	0.077	2.857	3.158	39.259	<.001
SFS4	3.192	0.07	3.055	3.33	45.429	<.001
SFS5	2.98	0.072	2.839	3.121	41.379	<.001
CM1	2.235	0.073	2.092	2.378	30.702	<.001
CM2	2.235	0.071	2.096	2.374	31.453	<.001
CM3	2.08	0.07	1.942	2.218	29.537	<.001
CM4	2.027	0.066	1.898	2.157	30.682	<.001
CM5	2.188	0.072	2.047	2.328	30.576	<.001
EM1	2.705	0.073	2.561	2.849	36.913	<.001
EM2	2.317	0.066	2.189	2.446	35.324	<.001
EM3	2.24	0.065	2.113	2.367	34.539	<.001
EM4	2.745	0.077	2.594	2.896	35.549	<.001
EM5	2.525	0.077	2.373	2.677	32.602	<.001
EM6	3.252	0.071	3.114	3.391	45.954	<.001
EM7	3.183	0.072	3.041	3.324	43.931	<.001
EM8	3.57	0.067	3.439	3.701	53.59	<.001
EM9	3.348	0.066	3.218	3.477	50.802	<.001
EM10	2.958	0.072	2.816	3.099	41.105	<.001
EJS1	2.962	0.071	2.824	3.101	41.937	<.001
EJS2	2.938	0.068	2.804	3.071	43.21	<.001
EJS3	2.85	0.073	2.706	2.994	38.806	<.001
EJS4	2.92	0.067	2.789	3.051	43.79	<.001
EJS5	2.982	0.067	2.85	3.115	44.189	<.001
EJS6	3.105	0.075	2.958	3.252	41.272	<.001
EJS7	2.975	0.073	2.831	3.119	40.537	<.001
EJS8	3.585	0.07	3.447	3.723	50.855	<.001
EJS9	3.5	0.061	3.381	3.619	57.443	<.001
EJS10	3.393	0.065	3.265	3.52	52.14	<.001
ESL1	3.675	0.056	3.565	3.785	65.366	<.001
ESL2	3.788	0.057	3.677	3.898	67.024	<.001
ESL3	4.027	0.05	3.929	4.126	80.279	<.001
ESL4	4.357	0.044	4.272	4.443	99.988	<.001
ESL5	4.285	0.053	4.18	4.39	80.133	<.001

The table 7 shows the intercepts of a regression model for several variables, along with their standard errors and 95% confidence intervals. The model appears to have multiple dependent variables, as indicated by the variable names starting with SFS, CM, EM, EJS and ESL.

For example, for the variable SFS1, the intercept is 2.835 with a standard error of 0.077. The 95% confidence interval for the intercept is from 2.684 to 2.986. This means that if all independent variables are equal to 0, we can be 95% confident that the true value of the dependent variable SFS1 falls within this range.

Overall, the table provides important information about the intercepts of the regression model and their associated uncertainty, which can be used to draw inferences about the relationship between the independent and dependent variables.
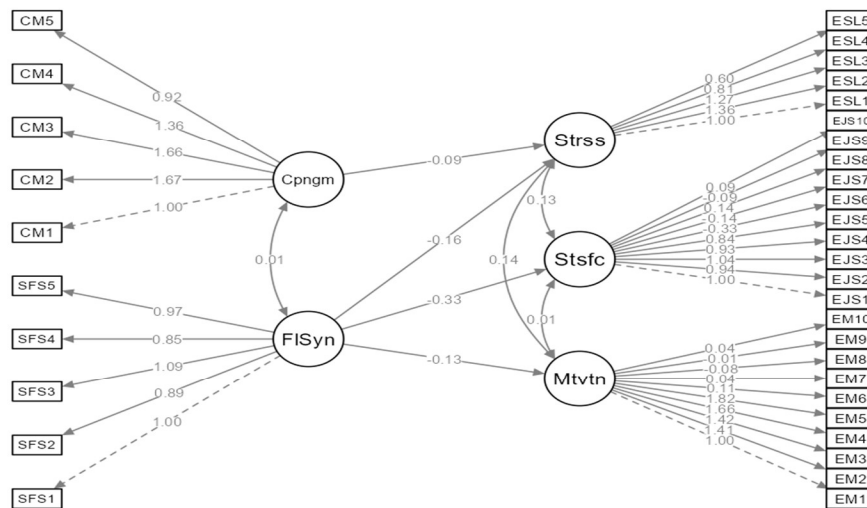
Figure 2 - Estimated framework

Discussion and Conclusion

The current research set out to look at how the Set-up-to-fail Syndrome (SUTF) affected employee stress levels, motivation, and satisfaction. The findings demonstrated that SUTF significantly lowers stress levels, work satisfaction, and employee motivation. These results are in line with other research that also revealed the detrimental effects of SUTF on worker performance and wellbeing (Rosette and Tost, 2010).

Employees who believe they are being set up to fail may lose confidence in their talents and become demotivated to perform at their best, which is why SUTF has a negative effect on employee motivation. Similar to how SUTF may lower job happiness, it can also cause workers to feel unappreciated and disengaged from their jobs as a result of their bosses' perceived lack of appreciation for their efforts (Meeussen et al., 2014). The findings of the current research also suggest that SUTF is linked to higher levels of employee stress. This result is in line with other studies that found SUTF to be a substantial cause of occupational stress (Wanous et al., 2003).

The present study also examined the coping mechanisms used by employees to manage stress caused by SUTF. The results showed that coping mechanisms have a significant effect on employee stress levels. This finding suggests that employees who are better equipped with coping strategies are more likely to

manage the stress caused by SUTF effectively. (Burke, R. J., Richardsen, A. M., & Martinussen, M., 2016).

Study Implication

The study on "The Psychological and Emotional Effects of Set-up-to-Fail Syndrome on Employee Motivation, Satisfaction and Stress Level" has significant implications for both employees and employers.

Firstly, the study highlights the negative impact of SUTF syndrome on employee motivation. When employees feel that their supervisors have set them up for failure, it can be demotivating and lower their confidence in their abilities. As a result, employees may become disengaged and unproductive, which can have negative consequences for the organization's overall performance. Secondly, the study shows that SUTF syndrome can significantly impact employee satisfaction. Employees who experience SUTF syndrome may feel undervalued and unsupported, leading to low job satisfaction and increased turnover rates. Therefore, it is crucial for employers to recognize and address SUTF syndrome to promote a positive work environment and foster employee satisfaction. Thirdly, the study highlights the link between SUTF syndrome and employee stress levels. Employees who experience SUTF syndrome may feel stressed and anxious about meeting negative expectations and the consequences of failure. This can lead to increased levels of absenteeism, burnout and reduced productivity. Therefore, it is essential for employers to identify and address SUTF syndrome to promote a healthy work environment and support employee well-being.

Overall, the study's findings suggest that SUTF syndrome can have significant negative effects on employee motivation, satisfaction and stress levels. Employers must take proactive steps to address SUTF syndrome to promote a positive work environment and support employee well-being. This can include providing training and resources to supervisors to prevent negative stereotyping and setting realistic expectations, promoting open communication and feedback channels and providing resources and support for employees to manage stress and build resilience.

Limitation and future scope of the study

The study on "The Psychological and Emotional Effects of Set-up-to-Fail Syndrome on Employee Motivation, Satisfaction and Stress Level" has several limitations that should be considered and future research could address these limitations to further develop our understanding of SUTF syndrome's impact on employees.

One limitation of this study is that it only focused on the perspectives of employees and did not take into account the views of supervisors or management. Future research could explore the supervisors' perceptions of SUTF syndrome and identify strategies to prevent its occurrence and mitigate its negative effects on employees. Another limitation of this study is that it relied on self-reported data from employees. While self-report measures are common in research, they are subject to biases and limitations. Future studies could use other measures, such as performance reviews, to obtain more objective data on employees' performance and the effects of SUTF syndrome. Additionally, this study did not explore the potential moderating effects of individual differences, such as personality traits or coping strategies, on the relationship between SUTF syndrome and employee outcomes. Future research could investigate how individual differences affect the impact of SUTF syndrome on employee motivation, satisfaction and stress levels.

Lastly, this study focused on SUTF syndrome's impact on employee motivation, satisfaction and stress levels but did not examine its impact on other outcomes, such as job performance, turnover intention, or

absenteeism. Future research could explore the relationship between SUTF syndrome and these outcomes to develop a more comprehensive understanding of its impact on employee well-being and organizational outcomes.

In summary, while this study sheds light on the negative effects of SUTF syndrome on employee well-being, future research could contribute to the development of effective interventions and strategies to mitigate the negative effects of SUTF syndrome on employees and promote a positive work environment.

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