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Having a Disability Doesn't Mean You Have to Get Over It; It Means You Need Help (I-Deals) For Building Sustainable Career

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ABSTRACT

Although academic researchers are becoming more conscious of the beneficial impact that idiosyncratic deals (I-deals) have on a person's life, there is a lack of knowledge about the potential implications that I-deals may have on the effort and job consequences of workers with disabilities, a population that is neglected and little researched. It underscores the notion that while a handicap may constitute an aspect of an individual's identity, it does not delineate their talents or potential. The emphasis should be on their distinctive skills and abilities—such as innovation, problem-solving skills, discipline, empathy, or any other commendable attribute. Individuals are advocating for a paradigm shift: to recognize people primarily for their skills and achievements, rather than their impairments. This challenges prejudices and fosters an inclusive workplace where individuals are valued for their contributions. The current research makes use of the Conservation of Resources (COR) theory to explore how international consensus may have an impact on the perceived job capabilities of workers with impairments by reducing deviant behavior, and therefore, their sustainable career in the organization. On top of that, this research is the first of its kind that analyzes the experiences of workers who have a disability in the shape of physical, mental, deaf, dumb, and others, and all in respect to these interactions. Our theories are tested by utilizing data collected from the field from 230 people working for service sectors, especially in the educational sectors of Pakistan. In a nutshell, it has been shown that the detrimental direct impact of i-deals on employees' inclinations to leave their jobs is more pronounced for workers who have physical impairments than it is for workers who do not have disabilities. In addition, the findings suggest that there is a substantial negative indirect impact of I-deals on Sustainable career development via Emotional Exhaustion and Workaholism for all employee categories. As was predicted, we discover that the degree of this indirect impact rises when moving from the situation of having a physical impairment rather than other disabilities type.



Introduction

According to Baldrige & Kulkarni, (2017), the influence of incapacity on professional behaviors, such as perceived job abilities and sustainable career, is still under research. Even though disability is one of the most prevalent and serious challenges to career environmental sustainability across the lifetime, very little research has been done on the subject. Over one billion individuals, or fifteen percent of the total population of the globe, are defined as having a disability. Several factors are contributing to the rise in the employment rates of individuals with incapacities. These factors include, on the same hand, the aging of populations and the increase in the prevalence of long-lasting healthiness circumstances that are associated with age (WHO, 2022) and, on the other hand, the increase in the age for retirement in many advanced nations (Baldrige & Kulkarni, 2017; George, 2021). Based on the findings of Bayeck, (2021), the percentage of individuals with disabilities actively participating in the labor market in Germany has grown by 31% between 2005 and 2015. A rising proportion of people with disabilities who are working in older generations is a clear indication of the influence that demographic shifts have had on the labor market in Germany. Specifically, the percentage of working people aged 55 or older who were registered as impaired went from 32 percent in 2005 to 45 percent in 2015 (Zhou & George, 2001). This is a significant increase over the previous year's 30 percent. According to (Baldrige & Kulkarni, 2017), individuals who develop impairments while they are employed have a significantly increased likelihood of quitting their occupations, losing their positions, or withdrawing from the labor market at an earlier age.

OECD nations have an average employment rate of forty percent for people with disabilities, which is much lower than the seventy-five percent figure for those who do not have impairments (OECD, 2019). According to Brzykcy et al., (2019), the employment rate for people with disabilities aged 25–44 in Germany is 67%, whereas the employment rate for their counterparts who do not have impairments is 88%. There is a great probability that these unfavorable perceived decrease in workability contributes to the consequences of impairment on job retention. Specialists and researchers are becoming more concerned with discovering dominant instruments that might break such malicious spirals between disability status and diminished job competence. This is being done to ensure that workers with impairments can continue and advance in their professions. Idiosyncratic deals, also known as i-deals, are a promising but untested construct in this regard. Personally arranged job arrangements that are different from those of coworkers, such as flexible work hours and the ability to work from home, are known as "I-deals" (Clark et al., 2020; & Rosen et al., 2013).

However, according to the best of our study, there is not at all experimental data about how I-deals influence the attitudes and results of individuals with impairments toward their careers. Specified that I-deals are hypothetically essential adjustments for a large number of people with impairments (Baldrige & Kulkarni, 2017), this comes as a very unexpected development. For instance, Individuals with hearing loss can negotiate the replacement of telephone duties for duties that can be done via electronic mail. Similarly, individuals To better control their condition, people with diabetes who have type 1 may agree to flexible times (Baldrige & Veiga, 2006). This is even though such requests may seem to be straightforward. The current study focuses on the notion of Conservation of Resources (Wang & Ma, 2022) to help fill in this knowledge vacuum on the influence of I-deals in enabling people with impairments in improving their perceived work capability, job retention, and career sustainability. Researchers in this study proposed that Idiosyncratic deals have a significant impact on the sustainable career development of disabled employees by reducing deviant behavior (emotional exhaustion and Workaholism).

In other words, we believe that this is the case. I-deals are appropriate assets that increase the sustainability of disabled employees via emotional exhaustion and Workaholism. This is the core point that we are presenting. Furthermore, we propose that the intensity of this indirect association is contingent upon the situation of the individual (that is, whether they have a psychological impairment, a physical handicap, or none at all). We put our theories to the test by collecting self-administrative data from 300 disabled people who are working in the service sectors of Punjab, Pakistan. The methodological model of our study is shown in the figure 1.

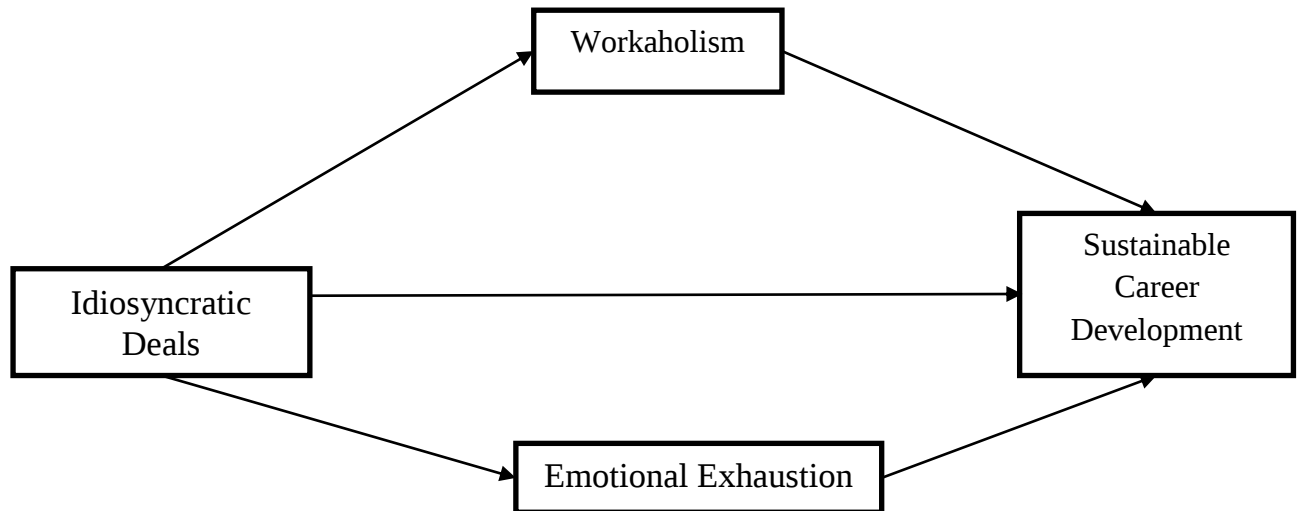


Figure 1: Conceptual Model

Literature review

Work experiences that span a person's lifetime and connect many life domains, such as work, social, and family, make up a sustainable career. Careers have always been and will continue to be essentially an individual-level phenomenon, as evidenced by research that focuses primarily on what individuals can do to build successful and sustainable careers (Baldrige & Kulkarni, 2017). On the other hand, employers play a vital role in the long-term viability of people's careers because they give a variety of work experiences, possibilities for advancement, and assistance for work-life balance. The sustainability career concept is a shared relationship between employees and employers for developing employee careers and increasing business performance (De Vos et al., 2020).

Sustainable career performance is defined as the continuance of commercial, attaining, Performance of individuals in society and the environment under any conditions (Baldrige & Kulkarni, 2017). The idea of sustainable career performance companies must find the best strategy to ensure that their manufacturing operations meet sustainability criteria, while also being aware of the harmful effects on the environment and society. One of the most important theoretical frameworks for comprehending conduct in the workplace is the social exchange theory (Wang & Ma, 2022). Its illustrious beginnings may be attributed to the intersection of fields like sociological "Social Exchange," (2017), and social psychology (Keller et al., 2018).

Despite the emergence of divergent perspectives on social trade, scholars agree that it entails a sequence of encounters that result in responsibilities (Emerson, 1976). According to the concept, social exchange is a process of negotiated interactions between parties where both parties are accountable to one another and significantly depend on one another for the functioning of the organization and individuals (Kong et al., 2020). By offering conservation of resources theory

justification for why a worker's and a colleague's Idiosyncratic deals impact the employee's deviant behaviors, the current study complements and advances previous research on the coworker implications of Idiosyncratic deals. A key component of Idiosyncratic deals theory is that Idiosyncratic deals reflect desired job resources (Podsakoff et al., 1997; Rosen et al., 2013), which emphasizes the need to use a conservation of resources theory lens to examine stress-related consequences resulting from I-deals. A few earlier research (Brzykcy et al., 2019; Rosen et al., 2013) discovered that I-deals lessened the psychological strain and work-related stresses experienced by I-dealers.

The larger effects of the employee's experiences on the psychological health and actions of his or her colleagues, however, are still little understood. The next sections expand on COR theory and include a sustainable career development viewpoint on emotional tiredness to address this. We contend that I-deals serve as employment resources in light of the favorable behaviors, perceptual, and behavioral effects of Idiosyncratic deals shown in earlier studies (Brzykcy et al., 2019; Kong et al., 2020) which represent "those physical, psychological, social, or organizational aspects of the job that are functional in achieving work goals, reduce job demands and the associated physiological and psychological costs, or stimulate personal growth, learning, and development" (Bakker and Demerouti 2007, p. 312).

Because Idiosyncratic deals as job assets that enhanced the necessities of job responsibilities with i-dealers' benefits, favorites, and capabilities (Hornung et al., 2010). They may help I-dealers avoid emotional exhaustion (Bal & Boehm, 2019), which is defined as a chronic state of emotional and physical depletion (Jin et al., 2020). I-dealers are better equipped to meet their job requests and are more likely to feel positive emotions when they have the freedom to organize their work tasks uniquely. This helps them avoid unpleasant experiences and lessens the emotional exhaustion that comes with finishing work tasks (Brzykcy et al., 2019). One significant conclusion of COR theory is supported by our argument: people with more resources (such as employment resources) are better able to coordinate energy acquisition and are less susceptible to emotional or physical energy depletion. Our claim that job resources have a negative relationship with emotional weariness and Workaholism is also in line with meta-analytic findings (Kong et al., 2020; Wang & Ma, 2022). Furthermore, I-deals, as work assets, are found to create individual assets in the form of improved self-esteem and a sense of competence which can further stem emotional exhaustion (Jin et al., 2020).

This is in line with the idea that "resources co-travel in resource caravans" and "facilitate the development and use of other resources" (Hornung et al., 2009). When considering the aforementioned considerations collectively, we anticipate that workers who are given more task-related responsibilities will be less emotionally exhausted. According to COR theory, deviant actions follow from emotional fatigue because emotionally spent people lack the self-control to avoid engaging in such activities (Hobfoll 1989, 2002). The nature of deviant activities (such as stealing or not putting forth effort at work) is such that they profit the actor in the short term, even at the expense of the people they are intended to damage. As a result, even though people may be tempted to indulge in these activities because they provide short-term rewards, they must practice self-control to restrain their undesirable impulses and prevent the longer-term societal and personal consequences that come with them. Consequently, studies have shown a negative correlation between deviant behaviors and idiosyncratic deals (Jin et al., 2020). Emotionally spent people, however, not only lack the self-control to avoid deviant behaviors because their resources for behavioral regulation are limited (Muraven and Baumeister 2000), but they also tend to preserve their remaining resources and refrain from using them for behavioral regulation (Hobfoll 1989; Wright and Cropanzano 1998).

Consequently, studies have demonstrated a favorable correlation between emotional tiredness and deviant actions (Clark et al., 2020). As a result, we anticipate a similar relationship in this study. Combining this with the hypothesis statements, we then predict that emotional exhaustion and Workaholism mediate the relationship between I-deals and sustainable career development, meaning that disabled employees who receive more I-deals arrangements will experience less emotional exhaustion and workaholism, consequently, engage in fewer deviant behaviors and sustain their career in the organization.

Hypotheses

H1: Idiosyncratic deals have a significant relationship with sustainable career development.

H2: Idiosyncratic deals have a significant relationship with Workaholism.

H3: Idiosyncratic deals have a significant relationship with Emotional Exhaustion.

H4: Workaholism mediates the relationship between Idiosyncratic deals and sustainable career development.

H5: Emotional Exhaustion mediates the relationship between Idiosyncratic deals and sustainable career development.

Methodology

Data collection was part of research in service sectors of Pakistan to investigate workplace health, inclusion, and job retention factors of disabled employees. Idiosyncratic deals were measured with a four-item scale developed by (Sun et al., 2020). Workaholism was measured by the scale of Clark et al., (2020). Sustainable Career Development was measured by Chin et al., (2022)". The Likert scale had five points for each item, with 1 denoting "strongly disagree" and 5 denoting "strongly agree." Because their inclusion may taint results and correlations among constructs, we have chosen to employ variables like age, gender, experience, and education as control variables in this study. According to earlier studies, for example, age has a negative correlation with long-term professional growth (Van Dam et al., 2013). According to a meta-analysis by Roth et al. (2012), women with disabilities are evaluated worse than men for promotions and long-term careers when it comes to job performance. It has been investigated that age and experience positively affect long-term professional development (Cook et al., 2013). Gender, age, experience, and education are therefore used as control factors in this study.

Descriptive Analysis

We ran an online survey and evaluated data from 260 out of 400 employees (response rate of 65%) in order to test the offered hypotheses, because it is challenging for researchers to collect data from impaired individuals who receive any kind of I-deals from industries. The skewness and kurtosis of the data are used to verify its normalcy. The data's skewness and kurtosis values are displayed in Table 1. It demonstrates the normality of the data.

Table 1: Statistics								
	Gender	Age	Marital status	Qualifications	Disability Types	Employment Status	Tenure	I_Deals_in_o rganization
Std. Deviation	.46859	1.29824	.48752	1.12309	1.77840	.96515	1.09378	1.23307
Skewness	2.764	1.106	1.514	1.039	2.554	2.615	1.570	1.165
Kurtosis	-1.430	-1.016	-1.433	.016	-1.080	-1.640	-1.120	-1.938

The workers of the company who had work computers were the target of the online investigation. online survey concentrated on the administration's workers who were furnished with work computers. In which Specifically, 68% of participants are male, 32% are female, 32% are under 30 years of age, 51% are between 30 and 40 years of age, 16% are above 40 years of age. Evenly 11% of the participant report being officially registered by the Pakistan government as a person with a disability. Specifically, there are 5% of persons with a physical disability, 7.3% are blind, 16.4% are deaf, 22.7% are paralyzed, 19% are mentally ill, 22% have multiple disabilities and 3% are with a psychological disability. With respect to Idiosyncratic deals arrangements 29% employees are receiving location flexibility I-deals, 22% have schedule flexibility I-deals and 21% received task and work responsibilities I-deals.

Table 2: Descriptive Statistics

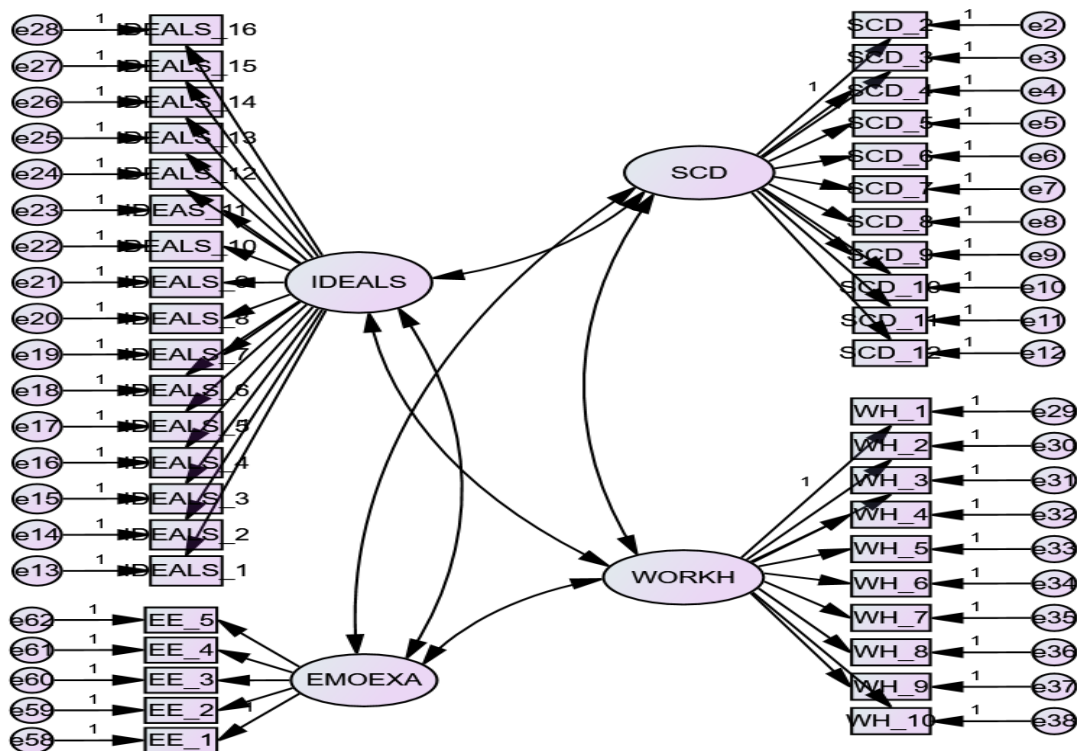
		Frequency	Percent	Cumulative Percent
Gender	Male	149	67.7	67.7
	Female	71	32.3	100.0
Age	below 25 years	35	15.9	15.9
	26-30 years	37	16.8	32.7
	31 to 35 years	63	28.6	61.4
	36-40 years	49	22.3	83.6
	above 40 years	36	16.4	100.0
Education	under matric	23	10.5	10.5
	F.A/F.sc	37	16.8	27.3
	bachelors	85	38.6	65.9
	Masters	59	26.8	92.7
	P.HD	11	5.0	97.7
	Illiterate	5	2.3	100.0
Disability types	Blind	16	7.3	7.3
	Deaf	36	16.4	23.6
	Crippled/paralyzed	50	22.7	46.4
	Insane/mentally ill	42	19.1	65.5
	Having Multiple disabilities	48	21.8	87.3
	Dumb	5	2.3	89.5
	Physical Disability	11	5.0	94.5
	Prefer not to say	12	5.5	100.0
Tenure	below 1 year	27	12.3	12.3
	1-5 years	50	22.7	35.0
	6-10 years	39	17.7	52.7
	above 10 years	104	47.3	100.0
I-deals	<i>Task and work responsibilities</i>	48	21.8	21.8

<i>schedule flexibility</i> <i>I-deals</i>	49	22.3	44.1
<i>Location flexibility</i> <i>I-deals</i>	64	29.1	73.2
<i>Financial</i> <i>Incentives</i>	41	18.6	91.8
<i>None</i>	18	8.2	100.0
Total	220	100.0	

Data Analysis

Common method bias

Data for the current study were gathered once using a cross-sectional design and the same questionnaire, which may have introduced common technique bias (Podsakoff et al., 2003). This study used a variety of techniques, including as Harman's one-factor, single-factor CFA, and common latent factor, to detect common method bias. Only 29.3% of the variation was retrieved by a single factor in Harman's one-factor analysis, while all items in the main component analysis revealed four different factors that together accounted for 65% of the variance. Additionally, a poor model fit was produced by single-factor CFA. For the data utilized in this investigation, there was no risk of common method bias in common latent components (Podsakoff et al., 2003). Analysis of validity and reliability Convergent and discriminant validity of all items were assessed using CFA. In CFA, we applied the model re-specification technique put forward by Podsakoff et al. (2003). All elements were loaded onto a single latent factor in the first single factor CFA, which demonstrated a satisfactory model fit across all indices.



We used factor loadings and average variance retrieved to evaluate convergent validity (Kline, 2011). All items' factor loadings on their corresponding variables were found to be higher than the

suggested value of 0.50, and all variables' Composite Reliability above the suggested value of 0.70 (Kline, 2011).

Table 3: Estimates and Composite Reliability

			Estimate	CR
SCD_7	<---	SCD.	.447	0.787
SCD_12	<---	SCD.	.719	
SCD_3	<---	SCD.	.686	
SCD_6	<---	SCD.	.513	
EE_1	<---	EMOEXA.	.693	0.867
EE_2	<---	EMOEXA.	.666	
EE_3	<---	EMOEXA.	.833	
EE_4	<---	EMOEXA.	.757	
EE_5	<---	EMOEXA.	.808	
WH_3	<---	WORKH.	.661	0.831
WH_4	<---	WORKH.	.713	
WH_5	<---	WORKH.	.925	
WH_6	<---	WORKH.	.654	
IDEALS_1	<---	IDEALS.	.622	0.864
IDEALS_2	<---	IDEALS.	.736	
IDEALS_4	<---	IDEALS.	.771	
IDEALS_5	<---	IDEALS.	.689	
IDEALS_6	<---	IDEALS.	.855	
IDEALS_13	<---	IDEALS.	.589	
IDEALS_9	<---	IDEALS.	.536	

Lastly, all of the variables' Cronbach's α values exceeded the 0.70 threshold, suggesting strong dependability (Nunally and Bernstein, 1978). Table III presents these values. The average square root of AVE was compared to intervariable correlations in discriminant validity analysis, and it was found to be bigger than the corresponding correlations, indicating that all of the variables are likewise differentiated from one another (Fornell and Larcker, 1981). In Table IV, correlations and the diagonals' square root of AVE are reported.

Table 4: Correlations and AVE

Variables	1	2	3	4
1 Sustainable Career Development	0.702			
2 Idiosyncratic Deals	0.579**	0.793		
3 Workaholism	0.201*	0.691**	0.746	
4 Emotional Exhaustion	-0.166**	0.105**	0.262**	0.754
Total	220	220	220	220

Note:

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Results

The analytical approach for model testing made use of the structural equation modeling technique (Kline, 2011). Because it tests numerous equations at once, this method is better than basic regression analysis. Additionally, it offers a global model fit represented by various fit indices. First, confirmatory factor analysis (CFA) was used to determine the constructs' validity and reliability. The proposed model was then evaluated in AMOS 22. 5,000 bootstrap samples were used in a bootstrap technique to assess the mediation.

Hypotheses testing

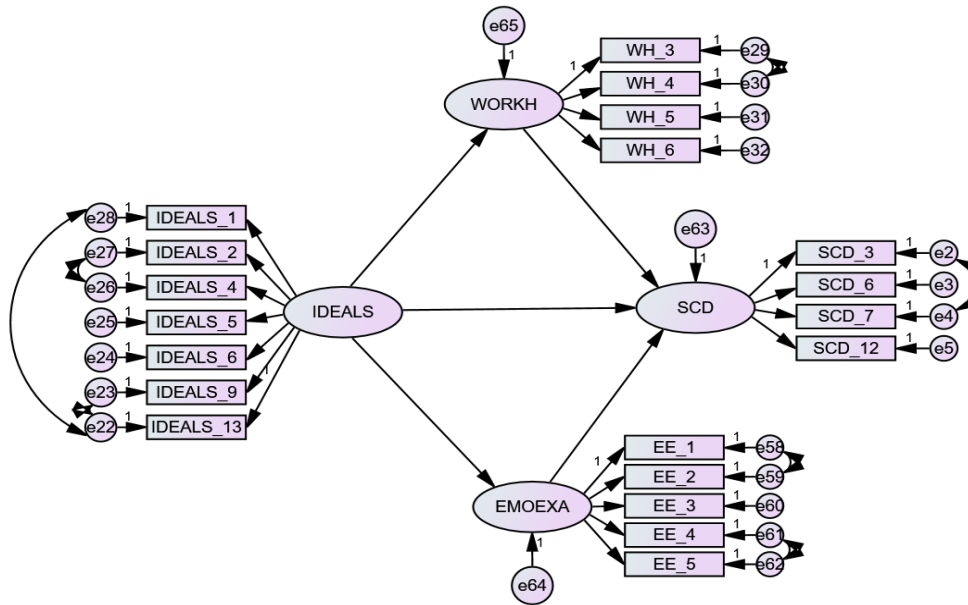
According to several goodness of fit indices, as seen in Table 5, the model fit of our suggested model demonstrated an acceptable fit to the data.

Table 5: Model Fit Indices

Measure	Estimate	Threshold	Interpretation
CMIN	325.943	--	--
DF	157.000	--	--
CMIN/DF	2.076	Between 1 and 3	Excellent
CFI	0.902	>0.95	Acceptable
SRMR	0.068	<0.08	Excellent
RMSEA	0.080	<0.06	Terrible
PClose	0.000	>0.05	Not Estimated

We looked at both the direct and indirect effects in order to evaluate the hypothesis. Idiosyncratic deals and sustainable professional advancement had a good and substantial direct link in H1 (0.923, $p < 0.001$). It indicates that H1 is appropriate. Idiosyncratic deals and workaholism had a positive and substantial direct association in H2 (0.818, $p < 0.001$). It implies that H2 is likewise appropriate. Idiosyncratic deals and emotional exhaustion were found to have a positive and substantial direct association in H3 (0.165, $p < 0.001$). It indicates that H3 is appropriate.

In the relationship between idiosyncratic deals and sustainable career advancement, H4 and H5 suggested that workaholism and emotional weariness act as mediators, respectively. Idiosyncratic deals were found to have a negative and significant indirect effect on sustainable career development through emotional exhaustion (-0.012, $p < 0.05$). This indicates that as idiosyncratic deal arrangements increase, emotional exhaustion decreases, which in turn improves the sustainable career development of employees with disabilities. Idiosyncratic issues with sustainable career growth through workaholism had a substantial and unfavorable indirect effect (-.189, $p < 0.01$). Table V presents these findings. Since our framework includes mediation, it becomes necessary to determine the percentage of mediation.



Because both direct and indirect effects are important, the results showed that there was partial mediation between workaholism and idiosyncratic approaches to sustainable career development via emotional exhaustion. The findings indicated partial mediation. In their partnership, 37% of the relationship was mediated. Emotional weariness had a substantial negative impact on sustainable professional growth (-0.328 , $p < 0.01$), whereas it had a significant beneficial impact ($-.023$, $p > 0.05$) on the same goal.

Table 6: Direct and Indirect effect

Path	Value	Lower	Upper	P-Value	Mediation
Idiosyncratic deals --> Sustainable Career Development	0.923*	-0.403	-0.041	0.025	
Idiosyncratic deals --> Workaholism	0.818**	-0.403	-0.041	0.025	
Idiosyncratic deals --> Workaholism --> Sustainable Career Development	-0.189*	-0.490	-0.048	0.027	Partial
Workaholism-->Sustainable Career Development	-0.023*	-0.490	-0.048	0.027	
Idiosyncratic deals -->Emotional Exhaustion	0.165*	-0.590	-0.054	0.029	
Emotional Exhaustion--> Sustainable Career Development	-0.328**	-0.347	-0.029	0.032	
Idiosyncratic deals --> Emotional Exhaustion--> Sustainable Career Development	-0.012*	-0.064	0.004	0.259	Partial

Note: N=260, ** $p < 0.01$ and * $p < 0.05$

Discussion

Our study's findings showed that I-deals had a substantial direct impact on disabled employees' sustainable career growth in the service industry, indicating that an increase in I-deals has a direct impact on sustainable career development. Second, I-deals had a detrimentally significant effect on impaired employees' long-term career development via the mediation of workaholism and emotional exhaustion. It shows that I-deals lessen employees' bad behavior, which boosts disabled employees' long-term professional development. The results of the German study by Brzykcy et al., (2019) were expanded upon by our investigation.

According to Brzykcy et al., (2019) employability was impacted by I-deals via the mediation of perceived workability. On the other hand, our study agrees with the partial results of a study by Brzykcy et al., (2019) that showed that I-deals had a direct, substantial favorable impact on the long-term professional growth of employees with disabilities. It shows that whereas I-deals have a direct and indirect impact on employability in German society, they have an indirect but non-direct influence in Pakistani culture. By include workaholism as a new mediational mechanism in the unfavorable association between I-deals and the sustaining career of impaired employees, this study additionally expanded on the findings of (Kong et al., 2020).

Although the current study was carried out in the education sector, which stands in stark contrast to the retail industry, they did this study in the retail sector. Additionally, we contrasted the results of our investigation with a study carried out by (Baldrige & Kulkarni, 2017). Using the framework of social exchange theory, their findings showed that idiosyncratic arrangements promoted sustainable careers through the mediation of emotional exhaustion. By presenting workaholism as a novel mediator between I-deals and the sustaining career of impaired employees, our study expanded on these findings. Based on all of these findings, we integrate the research on I-deals and the long-term employment of disabled workers within the theoretical frameworks of social exchange theory and conservation of resources theory. Finally, based on the results of this study and previous research, we draw the conclusion that I-deals have a direct impact on impaired employees' ability to maintain their careers as well as through a variety of mediating mechanisms.

Implications

The current study looked at how impaired employees' careers are affected and sustained. This study makes three contributions to the body of literature. First, it explains how I-deals affect impaired employees' ability to maintain their careers using the framework of conservation of resources theory. Employees who receive various idiosyncratic deal arrangements have more opportunities to observe the things that reduce their deviant behavior (emotional exhaustion and workaholism), which leads to a decrease in their behaviors and an increase in their career, according to the conservation of resources theory.

Second, although earlier research was carried out in affluent nations, the current study was carried out in Pakistan, a developing nation in South Asia. In several cultural aspects, Pakistan differs significantly from affluent nations, according to (Hoffmann & Soye, 2010). Third, this study focuses on handicapped academic staff members, who are regarded as knowledge workers and is carried out in the education sector. These personnel may be easily identified based on their work characteristics, preferences, and the assistance they need to perform effectively and remain with the company because they are not like other technical workers.

The study's conclusions have many managerial ramifications. It offered a more comprehensive understanding of how idiosyncratic bargains contribute to the growth of sustainable careers, the

reduction of deviant behavior (such as emotional exhaustion and workaholism), and the enhancement of workability and sustainable careers in Pakistan's educational system. University faculty members with disabilities are expected to carry out a variety of duties, such as teaching, student evaluation, research, and day-to-day administrative work. They require special arrangements from supervisors in this regard as they make goals for them and support them because they occasionally feel unmotivated and disinterested in their work goals (Kong et al., 2020). They need this support because it helps them develop their skills, which improves and sustains their job while reducing deviant behavior (emotional exhaustion and workaholism).

As a result, we suggest that the construct's viability be developed in accordance with organizational environment. The cross-sectional research design of this study is another drawback. Results from longitudinal studies may be more genuine and broadly applicable. As a result, we suggest that future studies use longitudinal and time-lag designs. We chose a small sample size for this research from among the readily accessible respondents at Pakistan's capital city's public and private institutions. Data from the other service sectors may be gathered for future studies. Furthermore, the involvement of moderators, which might affect these associations, was not taken into account in this study; this can be done in future investigation.

Limitations and future research directions

The findings of this investigation are tempered by some limitations. First, we used the unidimensional Sustainable Career Development construct in this research. Employee idiosyncrasies might have several dimensions. For instance, supervisor help at work offers both technical and social support (Wang & Ma, 2022). Thus, the multifaceted concept of idiosyncratic contract arrangements may be developed in future studies and used in studies on employability and in-role performance of workers. The unidimensional constructs of workaholism and emotional tiredness, which may be constructed and contextualized based on the organizational setting, were also employed in this research. For instance, the deviant behavior and workability of a handicapped employee vary from those of a non-disabled employee. As a result, we suggest that the construct's viability be developed by the organizational environment. The cross-sectional research design of this study is another drawback. Results from longitudinal studies may be more genuine and broadly applicable. As a result, we suggest that future studies use longitudinal and time-lag designs. We chose a small sample size for this research among the readily accessible respondents at Pakistan's capital city's public and private institutions. Data from the other service sectors may be gathered for future studies. Furthermore, the involvement of moderators, which might affect these associations, was not taken into account in this study; this can be done in future research.

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