



RESEARCH ARTICLE

Sustainable Career of Disabled Employees in Pakistan through Idiosyncratic Deals and Emotional Exhaustion

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ARTICLE INFO

ABSTRACT

Received: Mar 27, 2025

Accepted: May 8, 2025

Keywords

Core self-evaluation
Idiosyncratic deals
Sustainable career
development
Emotional exhaustion

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Grounded on the COR (Conservation of Resources Theory), this study examines various functions of Idiosyncratic Deals as an independent variable. It seeks to develop a small body of research on the significance of personalized work arrangements and evaluations in sustainable career development and the emotional exhaustion (EE) of disabled workers in Pakistan. To explore their significance in the sustainable career growth of handicapped workers, researchers utilize Core Self-Evaluation as a moderator between these ties. The function of Idiosyncratic deals and their support in the continuing professional growth of disabled employees in the organization were examined by the researcher using the theories of social exchange and conservation of resources. A self-administered questionnaire and a convenient sampling approach were used in this study. The Item Response Theory was utilized to determine the sample size, which came out to be 260. The outcomes of the study indicated that the significant and optimistic correlation between Idiosyncratic deals and emotional Exhaustion may account for some of the favorable links between I-deals and the career advancement of handicapped workers but usually create negative effects. Furthermore, moving from the condition of having greater core self-evaluation seems to enhance the magnitude of the indirect impact. This research offers useful insight into the important role that unique arrangements have in promoting long-term career development and improving the employability of workers with disabilities. This study is the first research to look at the moderating function of core self-evaluation between Idiosyncratic deals and the long-term career advancement of workers with disabilities, with the best knowledge of the author. Additionally, this investigation has addressed a gap in the literature about the impact of Idiosyncratic Deals on emotional exhaustion and sustained career advancement.

INTRODUCTION

Sustainable career development meets the demands of the present while taking into account the potential of the upcoming to satisfy their individual requirements. (United Nations, 1987, p. 43). Human capital in an organization can be maximized through supportable profession growth. Research by (De Vos et al., 2020) indicates that motivating and training employees over the long term can cultivate a skilled and motivated workforce. By adopting this strategy, employees will not only feel more engaged, but it will also allow the organization to remain resilient when faced with new challenges. Disability is amongst the greatest well-known and unadorned fears to the sustainable career development of individuals crosswise the life expectancy, however the effect of incapacity on workability remains understudies (Harrell-Cook et al., 2001). According to a world survey, almost 30% population of the world have disability (WHO, 2017). There are many reason of disability but in the organization disability of the employee may be cause due to the different chronic health conditions and different type of diseases related with the age of the employee and may be due to the increase of the age of employee retirement in the service sector countries (Mithout, 2021). In Pakistan rate of disability in the employee has increased by 10%. Overall employee disability rate in the OECD countries are 35% and mostly disability ratio is increased in 25 to 45 years old employees

during their services. According to (Baldrige & Kulkarni, 2017), employee who have disability in their working year may prefer intension to leave, quit their jobs and withdraw from their services, Disability of the employee have negative effect on their career attitude such as perceive work ability “the ability of employee to complete his/her job, rating in to account the specific job demand, individual health condition and psychological resources” (de Zwart, 2002). Employee disability in the working environment may produce some negative emotions which decreased the perceived work ability of the individual. To sustain the career of disable employee in the organization, researcher wants to identify some interesting mechanism that can increase the work ability of the employee and reduce the negative work behavior. According to the (Valcour, 2015) to craft the job and career of the disable employee I-deal are considered the most common and untested construct. For sustainable career crafting, “*Idiosyncratic deals are nonstandard, personalized work arrangement negotiated between individual employers and their employee that benefit each party*” (Rousseau et al., 2006, pp978).

According to the past research I-deals have shown positive relationship with organization committed, perceived work ability, work motivation and negatively related to the work /life conflict, turnover intension and deviant behavior. Yet, with respect to the past research there is a little evidence to show that how I-deal are connected with the career of the disable employee in the organization and other deviant behaviors. Therefore, this research was taken to fulfill the gap of literature on the effect of content of I-deal on sustainable career development of disable employee in organization by taking the CSE as a moderate between I-deal and sustainable career development of disabled employee in organization.

By performing this study researcher added three contributions to the literature. First of all, there is a need for more research to examine the role of I-deals on career positive and negative attitudes and perceived workability. According to previous literature, there has been little research present which gains the effect of I-deal on work attitudes to sustain the career of employees who have a disability (Brzykcy et al., 2019a). Second with the best knowledge of the author which examines the intervening variable that is necessary for the relationship of the I-deal and score and the effect of the I-deal on disabled employees in the presence of negative outcomes and how this negative outcome is overcome when the employer grant the employee opportunities by increasing their core self-evaluation. The researcher also adds some conceptual mechanisms in this study for exploring the relationship between I-deals and sustainable career development of employees in organizations through career construction theory.

According to a psychological of view, sustainable career development improve endeavors to add to people's sustainability and manageable advancement by working with their prospering, as far as relational as well as intrapersonal gifts, to serve the nearby local area and more extensive cultural advancement (Mithout, 2021). This point of view allows the advancement of a person's ideal reaction in their cooperation with the climate by building and using individual assets and powers that are helpful for their own sustainable career (Aryee et al., 2017). In this competitive work environment Individuals frequently thinking about why their associate's work life appears to be unique from their own. For what reason does that individual have various hours, procure more, or get advanced quicker? Idiosyncratic deals with behavioral as well as act as job resources according to the conservation of resources theory and social exchange theory at the organizational level. We need to grow comprehension of I-deals by drawing out their undetectable viewpoints. Twenty years of I-deals research to a great extent gives an uplifting outlook zeroed in on the I-deals conceding association and the I-deals making representative.

Little is known about the role of I- deals in fostering the sustainable career of employees especially those who have some disability by enhancing their workability through emotional exhaustion (Tekleab et al., 2016). So idiosyncratic deals as an independent variable, and sustainable career of disabled employees as a dependent variable. Follower emotional exhaustion, as an individual mechanism (mediator) between idiosyncratic deals and sustainable careers of employee in the organization. CSE is considered as a moderating variable to see their roles and relations in our proposed framework. The question like how idiosyncratic deals will increase the sustainable career of disabled employees through the mechanism of emotional exhaustion, when the CSE will moderate

the relationship. Therefore, this area has a potential for research work. The main objectives of this research are;

- To examine that idiosyncratic deals and emotional exhaustion have great influence on the sustainable career of disabled employees in the organization.
- To investigate the mediating effect of follower's emotional exhaustion between idiosyncratic deals and sustainable careers of employees in the organization.
- To explain the moderating effect of Core self-evaluation on the relationship of idiosyncratic deals and sustainable career of employee in the organization.

Rationale and Significance of Study:

Sustainable career development is a brand-new topic of cross-disciplinary research in the disciplines of psychology, counseling, and career guidance. Idiosyncratic deals and emotional exhaustion are related to sustainable development and are all components of a sustainable career. They also include having adequate financial security, aligning one's career with one's values (Donald, 2022), adapting to individuals' changing needs and interests, and taking advantage of renewal opportunities (Di Fabio, 2017). It also emphasizes the importance of teaching people (especially who are disabled and have stress and strain in the form of emotional exhaustion and workaholism) how to be adaptable and flexible to account for a variety of job transitions and quick societal changes (Newman, 2001). Idiosyncratic deals (i-deals), are characterized as separately arranged work arrangements that vary from those of partners (Rosen et al., 2013a). Owing to several synthesized reviews of the careers literature (e.g., Akkermans & Kubasch, 2017; Baruch, Szücs, & Gunz, 2015; Byington, Felps, & Baruch, 2019; Lee, Felps, & Baruch, 2014; Wang & Wanberg, 2017), scientists and experts are excited about the prospect of recognizing intervening frameworks that can break the negative cycles between reduced workability and insufficiency status.

Idiosyncratic deals are one of the best encouraging, however unconfirmed builds in this esteem. I-deals have been displayed to decidedly influence worker perspectives including organization affective commitment (Hornung et al., 2008; Liao et al., 2016), OCB (Anand et al., 2010a), and job satisfaction (Bal, De Jong, Jansen, & Bakker, 2012). Yet, to the best of the authors' information, no single experimental study is present that shows the role of Idiosyncratic Deals on the sustainable career of disabled workers in the service sectors. This is surprising considering that I-deals are potentially essential resources for certain people with impairments (Baldrige & Veiga, 2006). Concerning the past literature of (Anand et al., 2010a; and Rosen et al., 2013b), in this study researcher used convenient sampling to know the influence of I-deals on the Sustainable Career of disabled workers of services sectors of Pakistan.

LITERATURE REVIEW

In the modern universe of work professional stability, employment building and life time employment (sustainable career of employee in organization) are as of now not the standard. For the youthful qualified disable workers, this implies a need to constantly evaluate what is happening and know about their business valuables while building their professions (McDonald, 2018). Qualified disable employee, as any specialist might seek to advance in their profession, to get new abilities, to take on new obligations, yet many obstacle emerge, that ruin debilitated specialists career improvement, when contrasted with non - disable employee (Mithout, 2021). According to the CCT, Career is a course of improvement of the worker along a way of involvement and occupations in at least one institution (Brzykcy et al., 2019b). A sustainable career as per Newman incorporates saving and improving human resources and re-establishing and checking balance.

As indicated by the past literature given the requirement for individual to effectively develop their professions, while simultaneously actually answering the potential opportunities and difficulties evoked by the climate, gaining career resources is significant. Idiosyncratic arrangements (in short I-deals) have been recognizing as a useful career asset for accomplishing early professional achievement and to support the career in the association. (Brzykcy et al., 2019b) shows that I-deals refer to the deliberate and modified arrangements of a non-standard nature that people haggle with their representatives to facilitate the two players. As per Brzykcy et al., (2019b) encouraging economic careers across life expectancy, I-deals go about as a mediating component to decrease the turnover intentions of disabled representative in associations by expanding their apparent work

capacity. To numerous individuals having impairments, I-deals provide perhaps vital assistance that's why we hypothesized that

H1: *I-deals have a positive and significant relationship with the sustainable career of disabled employees in the organization.*

Emotional Exhaustion (EE) is a major area of strength for the physiological excitement of workers because of the extraordinary expected pressure in the service's company and is also an ongoing behavior bringing overbearing pressure and exhaustion of workers' emotional behavior, sensitivity, and social prosperity (Krischer et al., 2010). Existing assessments have investigated the internal component of the process of exhaustion according to the observation of the powerful utilization of assets in the *conservation of resources theory*. Like, restaurants expect workers to offer valuable types of assistance to clients with an intense mentality and negative client actions make workers effort to use assets without being paid. Additionally, expands his/her task pressure and in the long run reasons for an irregularity of assets and produces EE which string the career of the worker in the association (Pak et al., 2019). This argument is also supported by the investigation of Farhat Parveen, Shazia Zamir, and Aisha Bibi, (2021), a Mata inspection on the negative relationship of occupation uncertainty and work-family clashes by emotional exhaustion and Workaholism. Thus we hypothesized that:

H2: *Emotional Exhaustion is significantly related to the sustainable career of disabled employees.*

As indicated by the rule of COR theory, asset misfortune is excessively more remarkable than asset gain. Assets comprise thing assets (for example vehicle, tolls for work), condition assets (for example abilities, character qualities like self-efficacy and confidence), and energy assets (for example credit, information, and cash). One more standard of COR theory is that the COR premise is likewise the main stress theory that incorporates parts of energy. COR theory sets that asset misfortune isn't strong as asset gain in size yet in addition will in general influence individuals all the more quickly and at speeding up over the long run. It implies COR theory can all the more likely make sense of and uncover a person's conduct in upsetting circumstances. As per the COR theory, emotional exhaustion is a similarly negative way of behaving which representative show in unpleasant circumstances on the grounds that emotional exhaustion is a major area of strength and mental excitement of worker in light of the extraordinary possible pressure in the association and furthermore a constant state bringing about unreasonable pressure and exhaustion of workaholism and conduct prosperity (Harrell-Cook et al., 2001).

As indicated by the investigation of Farhat Parveen, Shazia Zamir, and Aisha Bibi, (2021), work uncertainty is generally connected with emotional exhaustion which leads to work-family struggle. As per the third standard of COR theory, individuals should concentrate on requests to defend against asset loss, recover from loss, and gain additional assets. Brzykcy et al., (2019) found in their article that I-deals are one of the most outstanding wellsprings of logic and are normally haggled with the manager for a more drawn-out timeframe. Our argument is supported by one significant conclusion of COR theory (Crawford et al., 2010; Lee & Ash forth, 1996) those with more significant assets are less helpless against profound or actual energy exhaustion and more fit for organized energy gain. As per the above statement, we claim that employees have more elevated levels of I-deals apparent low degree of emotional exhaustion.

H3: *Idiosyncratic deal has a substantial link with the Emotional Exhaustion of disabled employees.*

According to previous research, I-deals have significant, psychological, physical, and behavioral implications on an employee in the organization due to which researcher assumes that I-deals are the functional elements of job resources including psychological, physical, and behavioral resources of the work that increase the workability and satisfaction of the employees and also help the employee to achieve the desire goals and to sustain their career and decrease the workload requirements (Bal & Boehm, 2019a). Thus, according to COR theory, exhaustion raises turnover expectations and diminishes the workability of disable employees. On this ground past studies have shown that naturally exhausted workers miss important self-directed resources to avoid such a way of behaving, which at last influences the worker's ability (Hobfoll, 1989, 2002).

Task I-deals and formative thoughts might assist to overcome emotional exhaustion which is characterized as a persistent condition of emotional and actual depletion (Bal & Boehm, 2019a),

because such types of I-deals plans act like employment assets which improved necessities of employment ability task and I-dealers' singular advantages, favorites, and capacities (Hornung et al., 2010). Employees are better ready to fit their positions according to their own lives and assets due to I-deals tasks, which further develops their balance between serious and fun activities and also keep reduces exhaustion from their work environment, as well as helping the worker to sustain their career in the organization (Bal & Boehm, 2019b). Our hypothesis is reliable with one of the most significant points of COR theory Hobfoll, (1989) that workers with more resources are less focused on emotional and loss of physical energy and are proficient in exchanging energy obtained.

Finally, we hypothesized that EE intervenes in the relationship among I-ideals and the long-term career of disabled employees in organizations, such that qualified disabled employees who achieve substantial amounts of I-ideals experience less mental fatigue and, as a result, are more easily engaged in work activities that advance their careers within the in organization.

H4: *Emotional Exhaustion mediates the relationship between I-deals and the sustainable career of disabled employees.*

Consequently, investigating employees working during the time spent on social assessment remains an inevitable problem (Yu et al., 2018). Subsequently, it became discovered that how a person responds to a negative society appraisal is appraised by the individual. In the examination of I-deals, from one viewpoint, people with little Core Self-Evaluations are additional delicate to pessimistic data (Chang et al., 2012), feel compelled and compromised when confronted with center representatives acquiring irregular arrangements they don't have, making a feeling of relative hardship and doing whatever it takes to make up for this mental gap (Chen et al., 2021); then again, low core self-evaluation workers have low assessments of their capacities, they will more often than not center around their disappointments and weaknesses, accept that they are not ready for accomplishing comparative events as I-dealers, and can't change the state of affairs regardless of how diligently they attempt (Ng & Lucianetti, 2016), and these sentiments will prompt a pessimistic mental involvement with correlation, subsequently making a feeling of relative hardship as close to emotional exhaustion and workaholism. Interestingly, people with high core self-evaluation will generally have major areas of strength for command over their work. They accept that through hard work they will accomplish comparable open doors and assets as I-dealers later on and view I-dealers as good examples. Therefore, in this paper researcher will propose the as:

H5: *The indirect effect of I-deals on sustainable career of disabled employees in organization through perceived workability is moderated by core self-evaluations. When Core-self-evaluation is high this relationship is strong and vice versa.*

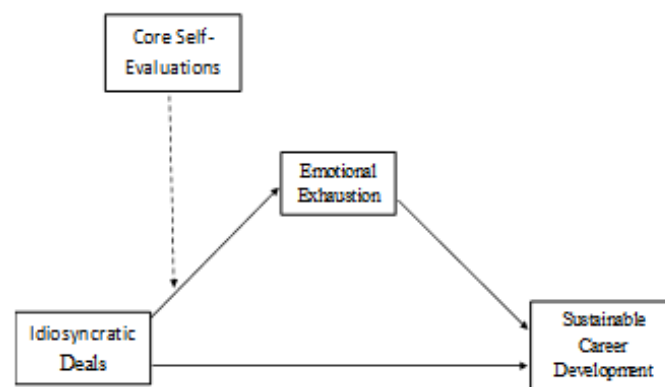


Fig1: Conceptual Framework

RESEARCH METHODOLOGY:

In this study, researcher used quantitative approach which employed Survey research by self-administrated questionnaire. In research, the technique of quantification is the procedure and analysis of money to acquire specific scientific knowledge depending on numbers acquired from field data collecting (Martono, 2011). Scale of the selected variables was adopted from the past literature. Idiosyncratic deals scale from (Sun et al., 2020), Emotional exhaustion from (McGonagle et al., 2022), core self-evaluation from (Judge et al., 2003) and sustainable career development from (Chin et al.,

2022). The participants in this research include temporary and regular workers who work at the Services sectors of Pakistan and have some type of disability. The total number of sample is 230 calculated by Item Response Theory (Yang & Kao, 2014) which is almost 230 employees. The technique used for sampling is convenient sampling technique. After collecting the data, data is analyzed by SPSS and Amos.

RESULT:

Descriptive statistics:

We surveyed Pakistan Educational Disabled respondents from February to May 2024. In Pakistan, lack of work opportunities or sustainable careers is a common problem for people with impairments as compared to non-impaired people (Baldrige & Kulkarni, 2017). Factors for limited employment options comprise lack of job availability, unavailability of resources, inconvenient roads and transport networks, and unapproachable transit systems. Attitude obstacles, such as negative behavior, social stigma, and workplace mistreatment, hinder the employment of disabled persons in underdeveloped countries like Pakistan (Wickenden, 2023). Many laws and regulations have been created, however they are not implemented to provide work. This is why they face diverse socio-economic issues. Pakistani educational industry is perfect for researching those resources and methods that can lead to sustainable careers for disabled employees (Hussain et al., 2022). According to studies conducted by (Brzykcy et al., 2019, Bunduchi et al., 2023 and Hussain et al., 2022) data collecting especially for disabled people is a challenge for underdeveloped nations. Pakistan follows the same pattern. A big worry is that there isn't a frame to take samples.

The percentage of disabled people listed on the National Database and Registration Authority (NADRA) is less than 10%. According to *Disability in Pakistan*, (2023), *Disability ratio in Pakistan*, (2023), and other Websites run by different organizations sometimes include missing or partial details of disabled employees. We needed to locate organizations eager to participate in our four-month data-gathering project to get a sufficient sample because collected data from disabled employees is a major issue in research especially in Pakistan. Disabled employees in educational institutes and related fields would make good study subjects. An explanation of the research's usefulness was included in the cover letter that disabled employees and their heads from participating institutes received with the questionnaire. There were 230 respondents to the study. Table 1 of the study describes the respondents. According to the (Pakistan Bureau of Statistics 2023 and the Higher Education Commission), our sample of Pakistani educational institutes was well-represented in the major education industries of big cities.

Common Method Bias

According to Podsakoff et al., (2003), common method bias (CMB) is a phenomenon that arises due to resemblances in measuring procedures that impact the reliability and validity of estimates, leading to an incorrect assessment of the measurement model. We gathered information from the same respondents for the independent and dependent variables during this research. Following about four months, sustainable career development, which was the dependent variable, was evaluated. Nevertheless, four model variables were measured concurrently during this period, resulting in the possibility of Common Method Bias. According to Green et al., (2016) to be more effective in controlling the situation, we took proactive measures to overcome the Common Method bias. As an illustration, we let the respondents submit their replies without revealing their names or the names of their companies, and we guaranteed that their responses would remain anonymous. As an additional point of interest, we utilized a variety of Likert scales to evaluate various characteristics, such as strongly disagreeing to strongly agreeing (Conway & Lance, 2010; Podsakoff et al., 2003). On the subject of post-hoc techniques for the detection of CMB, the single-factor test developed by Harman, 1976 was carried out. According to Harman (1976), your research has CMB if the total variance recovered by a single component is greater than fifty percent. As a result of the fact that the total variation collected through a single factor is: 24.714 %, this is less compared to the indicated cutoff of fifty percent 50%, it shows no CMB issue in this data. KMO and Bartlett's test chi-square value is .767 ($p < .001$). According to the information, researchers found that Common Method Bias wasn't a significant concern in this study.

Table No. 1: Descriptive Statistics

		<i>Frequency</i>	<i>Percent</i>
<i>Gender</i>	Male	156	67.8
	Female	74	32.2
<i>Age</i>	below 25 years	35	15.2
	26-30 years	39	17.0
	31 to 35 years	66	28.7
	36-40 years	51	22.2
	above 40 years	39	17.0
<i>Marital status</i>	unmarried	80	34.8
	married	150	65.2
<i>Qualification</i>	under matric	23	10.0
	F.A/F.sc	40	17.4
	Bachelors	88	38.3
	Masters	63	27.4
	P.HD	11	4.8
	Illiterate	5	2.2
<i>Disability type</i>	Blind	16	7.0
	Deaf	38	16.5
	Crippled/paralyzed	52	22.6
	Insane/mentally ill	45	19.6
	Having Multiple disabilities	50	21.7
	dumb	6	2.6
	Physical Disability	11	4.8
	Prefer not to say	12	5.2
	government	84	36.5
	Private	82	35.7
<i>Employment</i>	Contractual	44	19.1
	others	20	8.7
<i>Tenure</i>	below 1 year	27	11.7
	1-5 years	53	23.0
	6-10 years	40	17.4
	above 10 years	110	47.8
<i>I-deals in org</i>	Task and work responsibilities	50	21.7
	schedule flexibility I-deals	52	22.6
	Location flexibility I-deals	68	29.6
	Financial Incentives	42	18.3
	none	18	7.8
	Total	230	100.0

Discriminant Validity and Correlation

By utilizing IBM SPSS AMOS for confirmatory factor analysis (CFA), we validated the measurement model. The model fit indices demonstrated a satisfactory match: $\chi^2=3.106$ $p<0.01$, SRMR=.114, CFI=.901, and RMSEA=.090. Fornell & Larcker, (1981) and Hu & Bentler, (1999) criteria were employed to validate the construct's reliability. To demonstrate convergent validity, figures larger than 0.5 were utilized for the mean-variance extracted (AVE). The AVEs for each structure were 0.5 or higher. According to Fornell & Larcker, (1981) convergence validity could continue to be shown with an elevated level of composite reliability (CR). Alignment between the Idiosyncratic deals and sustainable career development had a composite reliability greater than 0.70. Therefore, convergent validity was supported by strong item loadings in conjunction with high AVEs and composite reliability. You may find details on the factor loading, AVEs, and CR in Table 2.

Table 2: Construct Reliability and Estimates

Sr No.#	Variable (Composite Reliability and Average Variance Extracted)	Standardized loading
1. Sustainable career development (CR= .853, AVE=0.54)		
	"My career makes me feel happy because I use my resources well"	.654
	"My career makes me feel like I have a bright future".	.808
	:"My career allows me to seek new opportunities".	.716
	"My career gives me a lot of flexibility"	.439
	"My career builds my ability to absorb information and knowledge "	
2. Idiosyncratic deals (CR= .887, AVE=0.56)		
	"At my request, my supervisor/HOD/principal has assigned me tasks that better develop my skills."	.603
	"Outside of formal leave and sick time, my supervisor HOD/principal has allowed me to take time off to attend to non -work-related issues"	.716
	"My supervisor HOD/principal has ensured that my compensation arrangement (e.g hourly us salaried)meets my individual needs"	.661
	"Because of my personal circumstances, my supervisor HOD/principal has created a compensation arrangement that is tailored to fit me".	.828
3. Core Self-Evaluation (CR= .809, AVE= 0.49)		
	"I am confident I get the success I deserve in Life".	.820
	"Overall, I am satisfied with Myself".	.840
	"There are times when things look pretty bleak and hopeless to Me".	.839
Emotional Exhaustion (CR= .876, AVE=0.55)		
	"I feel fatigued when I get up in the morning and have to face another day on the job. "	.860
	"I feel burned out from my work."	.770
	"Working all day is a strain for me".	.860

Fornell & Larcker, (1981) found that comparing bivariate correlations with the square root of AVE demonstrated discriminant validity. The AVE square root was compared for all constructs along with their bivariate connections with one another in Table no 3.

Table 3: Correlation Matrix with The Square Root of AVE

Sr No.	Variable name	Mean	S.D	1	2	3	4
1	Sustainable Career Development	3.748	1.714	<i>.735</i>			
2	Idiosyncratic deals	3.359	1.789	.534**	<i>.748</i>		
3	Core Self Evaluation	3.241	1.786	.286**	.656**	<i>.70</i>	
4	Emotional Exhaustion	2.682	1.085	.058**	.232**	.369**	<i>.742</i>

**."Correlation is significant at the 0.01 level (2-tailed)". *." Correlation is significant at the 0.05 level (2-tailed)". "+ square root of AVE for each construct is provided on the diagonal in italics".

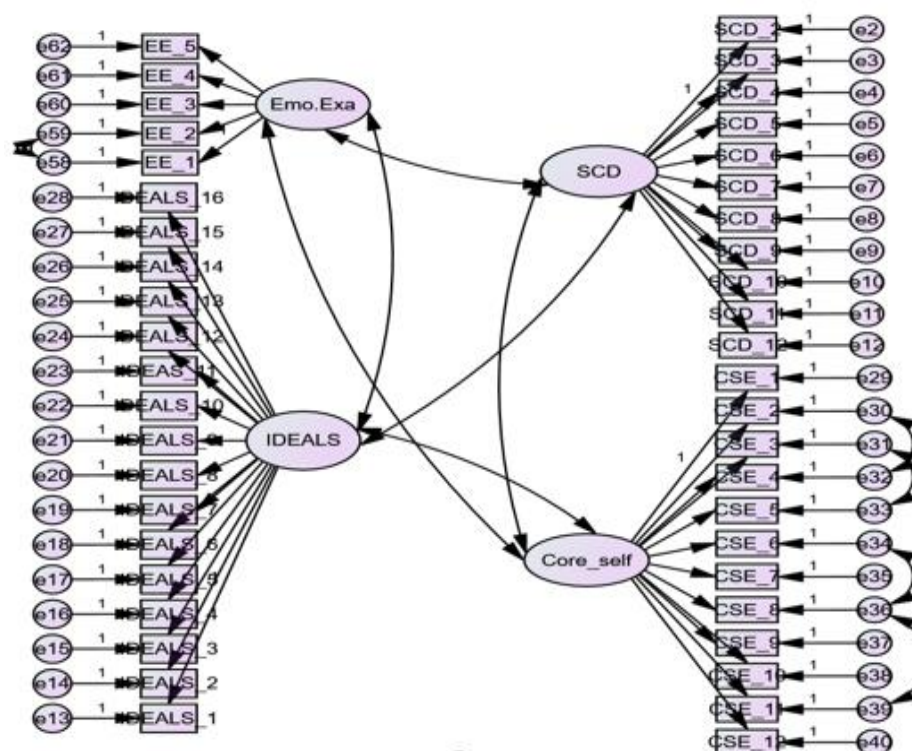
There was sufficient evidence of discriminant validity as the square root of AVE was greater in every case. For each construct, you can find the bivariate correlations and square root of AVE (on the diagonal) in Table 3. The study's constructs' means and standard deviations (SD) are also included in Table 3. To determine how trustworthy, the constructions were, we employed composite reliability. With the instruction of Hair et al., (2014) all cases had reliability coefficients over 0.7, which is considered acceptable.

Structural Equation modeling

The estimation method was subsequently assessed using the modeling of structural equations. To investigate interactions among constructs, structural equation modeling, also known as SEM, is a psychological technique (Dadelien et al., 2020). Since SEM and multiple regression are comparable, it was chosen for this investigation. However, one notable benefit of SEM is that it allows latent constructs to be taken into account in the structural model (Malesios et al., 2020). Therefore, we tested the proposed model using SEM to find important correlations (Chowdhury et al., 2022). Table 4 and Fig. 1 provide the structural model's findings. Our findings supported the proposed model, and the overall model fit was satisfactory $\chi^2=3.106$ $p<0.01$, SRMR=.114, CFI=.901, and RMSEA=.090.

According to the primary hypothesis, idiosyncratic deals have a favorable effect on impaired workers' long-term career growth. The findings suggest this connection was meaningful ($\beta=0.534$, $p<0.01$), hence H1 was supported. The findings confirmed that the impaired workers who were given unique opportunities were able to grow personally, which enabled them to strengthen their dedication to their careers and continue working for the company (De Vos et al., 2020; Ferdiana et al., 2023). Agreeing to Jena et al., (2024), Proactive disabled workers seem to be focused on their careers. They are probably in a better position to succeed in getting idiosyncratic deals and continue to be dedicated to their work which enhance their career sustainability. Since disabled workers take initiative and venture out on their initiative without being asked to, they may be perceived as more capable and effective employees (Brzykcy et al., 2019c).

In H2, we suggested that emotional exhaustion have negative impact on the sustainable career development of disabled employees. Emotional Exhaustion is a sign of a resource shortfall, based to the Conservation of Resource theory. Lack of resources can result psychological conditions.



like sadness, which are bad for workers' long-term career sustainability and general well-being. Emotional weariness can make job issues worse for impaired employees (Xu et al., 2023). Disability support professionals frequently experience workplace stress and burnout, which contributes to the sector's substantial level of mobility (Ryan, 2021). Employees with disabilities in Pakistan might

benefit professionally from emotional fatigue since it builds resilience, which enhances flexibility and problem-solving abilities. Their advocacy for improved workplace regulations that create more inclusive settings is frequently sparked by this experience (Ayub & Babar, 2022).

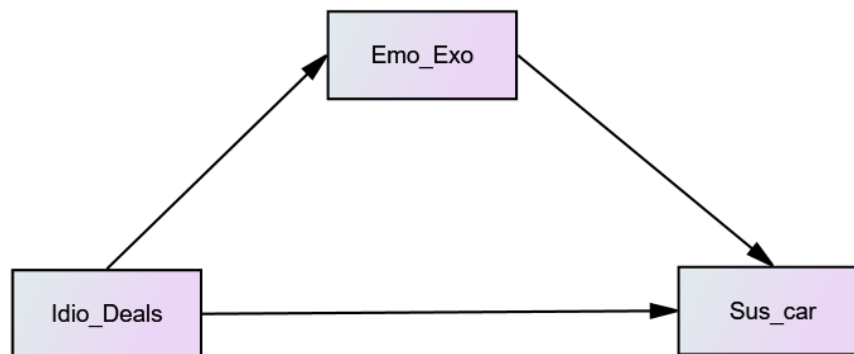


Figure3: Simple Model

Furthermore, overcoming emotional tiredness increases their competitiveness by fostering the development of critical abilities like stress management and emotional intelligence. During these times, looking for support networks can also lead to chances for professional growth and mentoring. All of these elements work together to help them grow in their careers (Bonaccio et al., 2020). The findings indicate that this link was also noteworthy ($\beta = -0.061$, $p < 0.324$), supporting H2.

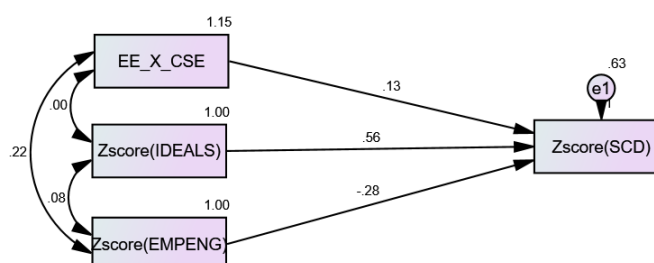
Next, we assessed the relationship between idiosyncratic deals and Emotional Exhaustion (H3). Model results confirm this relationship as well ($\beta = .261$, $p < 0.05$). Lastly, we used a bootstrapping approach (Hayes, 2009, 2013) using 5,000 bootstrap samples and 95% bootstrap confidence intervals to test the mediation hypothesis in H4. H4 proposed that the association between Idiosyncratic deals and sustained career advancement is mediated by emotional exhaustion. As shown by Table 4, the results demonstrated the significance of this association ($\beta = .553$ and $p < 0.01$).

Table 4: Direct and indirect effect

Hypothesis	Direct Beta w/o Med	Direct Beta w/Med	Indirect Beta	Mediation type observed
IDEALS – Emotional Exhaustion – Sustainable Career Development	.490***	.553***	.063*	Partial Mediation

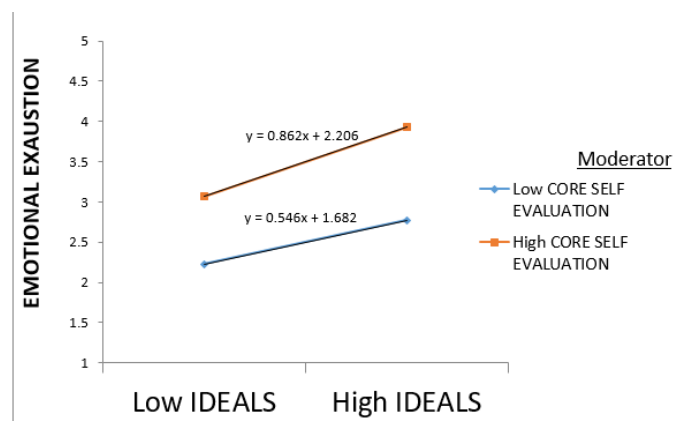
*** $p < 0.001$ and ** $p < 0.05$

Our moderation hypotheses posited that CSE moderates the relationship between I-deals and sustainable career development. Results show that CSE moderates the relationship between I-deals and sustainable career development ($\beta = 0.15$, $p < 0.01$). As shown in Fig. 5 at higher levels of alignment between idiosyncratic deals, sustainable career development, and emotional exhaustion is high when employees have high core self-evaluation. Hence, H5 was supported.



The SPSS process approach (Preacher & Hayes, 2004) is used to examine hypothesis 5, which states that self-evaluation is a key component in promoting sustainable career growth via various means. The influence of emotional tiredness on sustainable career growth is strengthened by core self-evaluation, as seen by the results ($r = .62$). Additionally, the low- and upper-level ULCI (.37) and LLCI

(.91) values are both positive and significant. The outcome of hypothesis 5 also indicates that the influence of idiosyncratic bargains on emotional exhaustion and sustainable career advancement is strengthened by the moderating of core self-evaluation at ($\beta=.56$ at $p\text{-value}.000$).



I-deals (independent variable) are represented on the X-axis of the graph. Emotional exhaustion (mediating variable) is represented on the y-axis of the graph. Core self-evaluation is a moderator low core self-evaluation is shown in blue lines and high core self-evaluation is shown in orange lines. This line shows a positive but moderate increase in emotional exhaustion as IDEALS increase. The slope indicates that for every unit increase in IDEALS, emotional exhaustion increases by about 0.546 units for those with low core self-evaluation. Core self-evaluation strengthens the positive relationship between ideals and Emotional Exhaustion.

This line illustrates a more pronounced upward trend in EE as IDEALS rise. According to the slope, EE rises by around 0.862 units for each unit increase in IDEALS in those who have high core self-evaluation. Those with high core self-evaluation (orange line) had a higher link between IDEALS and emotional exhaustion than do those with low core self-evaluation (blue line). When exposed to high IDEALS, those with higher self-evaluations may feel greater emotional weariness than people with lower self-evaluations, as shown by the steeper slope for high core self-evaluation. The link between IDEALS and Emotional Exhaustion seems to be moderated, according to the graph, by core self-evaluation. When IDEALS rise, those with high core self-evaluation exhibit higher increases in emotional tiredness, indicating that they are more susceptible to changes in IDEALS.

Limitation

Various limitations must be considered when interpreting our findings, this research had several scientific advantages, including a large field data collection that included workers that were physically, psychologically, and non-impaired. Our study is cross-sectional, to start. There are causality-related restrictions associated with this. For example, extreme emotional weariness might be the cause of the i-deals negotiation rather than its outcome. Thus, longitudinal research on how i-deals affect productivity, burnout, and turnover is recommended. Additionally, we employed single-item measures for our constructs—such as Core self-evaluation and sustainable career development—in order to limit the survey's length. We believe that this poses a very little risk to the validity of our findings because we utilised one-item measures that have strong discriminant and convergent validity and have been widely utilized in previous studies.

Although there are several methodological advantages to our study, including a sizable field data set of workers who are physically, psychologically, and non-disabled, it is important to recognize certain limitations before extrapolating our results. To start, our research is cross-sectional. Limitations about causation are associated with this. For example, rather than being the result of i-deals negotiating, severe emotional weariness can be the cause. Therefore, longitudinal research on the impact of i-deals on job capacity, burnout, and turnover is recommended. Additionally, we utilized single-item measures for key constructs—such as sustainable career progression and core self-evaluation—in order to limit the survey's length. Since we utilized one-item measures with good convergent and discriminant validity that have been used in a large body of previous research, we view this as a relatively small danger to the validity of our results.

We used the suggestions from earlier research comparing the single and multi-item techniques for emotional tiredness (Martínez-Líbano et al., 2022; Xu et al., 2023). Additionally, our study offers conclusions derived from a sample taken from an educational institution in Pakistan. The employment rate of disabled people in Pakistani federal agencies is often lower (10.0% for the former and 4.2% for the latter), which raises doubts about the applicability of the study's findings to the industry. However, despite a significant obstacle to disability research, this environment allowed us to identify a sufficient number of people with impairments (Jin et al., 2020). Furthermore, these establishments bear a striking resemblance to private sector businesses in other aspects, such as the HR procedures followed and the individual and group performance objectives. Lastly, the overall number of employees claiming a psychological disability was quite low, even though we were able to include a sample of about 230 employees with disabilities in our analyses.

Practical Implication:

Many management implications for hiring people with and without impairments are offered by the current study. Firstly, the findings suggest that i-deals can function as a viable organizational intervention for employers in reducing turnover intentions, hence preserving the career paths of employees with disabilities. I-deals promote an employee's commitment to the institute by driving positive changes in their resources (i.e., views of better workability via emotional exhaustion). Employees are educated and used to equal treatment rather than individualized treatment, it would seem that businesses need to train staff members and managers on how to negotiate deals successfully (Anand & Rofcanin, 2022). Because there are many different types of disability issues and employees with disabilities typically have the greatest knowledge about which i-deals would work best for them, it is necessary for employees with disabilities to suggest i-deals and for supervisors to listen to them and respond appropriately (Brzykcy et al., 2019c). Second, although our research demonstrates that i-deals are advantageous for people with physical, psychological, and prefer not to say impairments, among other conditions, they may be particularly helpful for workers who have psychological disabilities. This means that depending on the kind of impairment a person has, managers should be aware that various people may value customized work arrangements differently. Employees with psychological impairments seem to find them more significant, since they are more likely to have negotiated these agreements in the face of significant losses in personal resources than their peers without disabilities or with physical disabilities. Furthermore, in light of the high unemployment rates and high frequency of career dropouts among employees with psychiatric disorders, our findings regarding the effectiveness of i-deals for job retention seem especially significant.

CONCLUSION:

Companies that want to improve the job status of people with impairments must reconsider their current procedures. One of the first studies to demonstrate how i-deals might help people with disabilities find meaningful employment, reduce their intention to leave, and advance their participation in the workforce and long-term career sustainability in Pakistan is ours. Additionally, findings from 230 observations indicate that the positive correlation between i-deals and emotional weariness may account for some of the beneficial links between i-deals and sustained career advancement. Furthermore, moving from the condition of having greater core self-evaluation seems to enhance the magnitude of the indirect impact. This finding implies that the mediator variable's explanatory power varies depending on the impairment and urges more study into situational and intervening variables unique to disabilities.

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