

The decision of whether to work in different organizations or stay loyal to the same one is quite complex. In my opinion, there are no ‘right’ answers in this scenario. Each side has its pros and cons, which I will explain below, in two parts.

Firstly, working in one place could be boring, monotonous and uninspiring. Some organizations may not allow employees to ‘climb the ranks,’ which could lead to some becoming disillusioned, or feeling like they are going in circles. The feeling of ennui sets in gradually, and workers would not have an instantaneous change of opinion, where they decide their job is not yielding any meaningful benefits. This slow change is a variant of the ‘boiling frog syndrome,’ wherein a frog put into boiling water jumps out immediately to save its life, while one that is put in lukewarm water that is heated over time fails to recognize the situation it is in, before it is too late. All these points suggest that working in one organization would not be sustainable for one’s career.

In contrast, it is possible that organizations promote their employees and ensure their welfare, in which case staying in one company could be a strategic decision: If promotions are awarded at a consistent pace, in a way that motivates employees, then they would be more inclined to stay. After all, if a worker can climb the corporate ladder while doing a job that they love for a company that keeps paying them more, their career goals would be easily met. Consider someone who keeps switching companies: They may not feel a sense of belonging, and ironically enough, may never feel ‘at home’ at their workplaces. Staying in one organization would bring in a sense of loyalty and community, different from those of family or non-colleagues.

Hence, I believe that both opinions expressed in the prompt are valid in their own ways. I do not strongly align with any of them, but such knowledge comes with experience.