

Career Development



The structure of the course

- **Course Code: CDA31011**
- **Type: Auxiliary**
- **Credit weight : 1**
- **Level: III, Sem. I**
- **Lectures : 12 hrs**
- **Tutorials and Discussions : 3 hrs**

Reference Text books:

- **Human Resource Managrment/Development...**
- **Career Development.....**



Chapter – 01: Introduction to Career Development

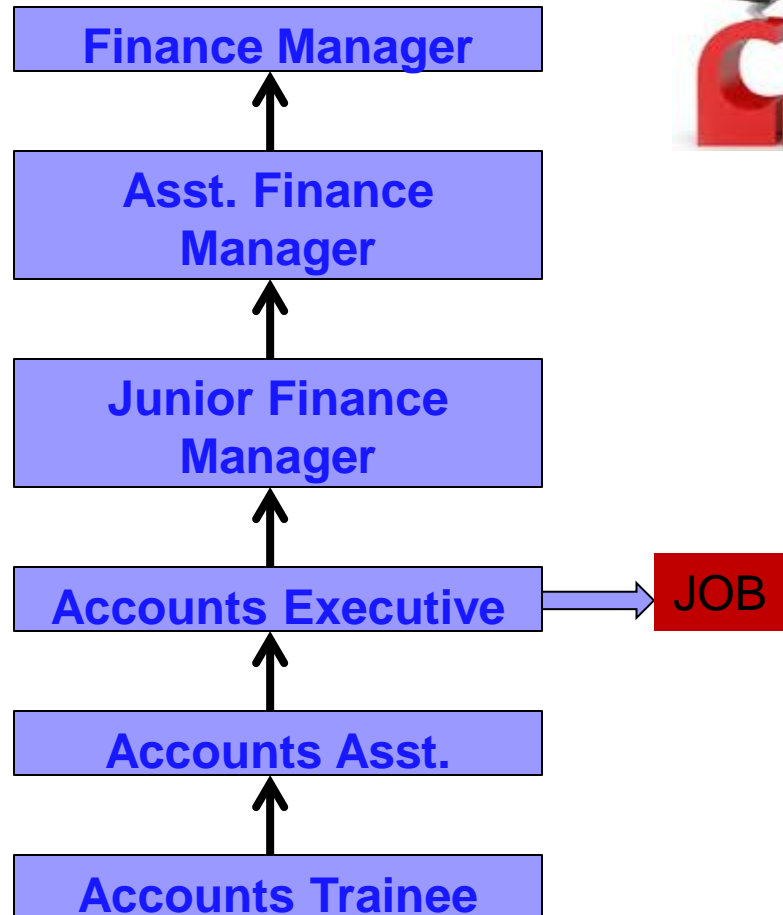
The Learning Outcome of this chapter....

- Define career management and career development
- Explain importance of career development
- Understand importance of career development for public policy
- Know the relationship of career development to lifelong learning
- Elaborate career management skills and the role of career information and form of personal support
- Discuss challenges in career development: Today's landscaped

Career Management

- It is the career planning and the career development
- Career management as the process for enabling employee to better understand and develop their career skills and interest, and use these skills and interest more effectively (Dessler 2005).

Career



Career

- It means a series of jobs that a person had in his/her life. It represents one's working life or employment life.

How many jobs and what types of jobs did Mr. Johnson? The answer will be his career.

- A career is all the jobs that are held during one's working life (Werther et al, 1985).
- A career is the occupational positions a person has had over many years.

Definitions of Terms

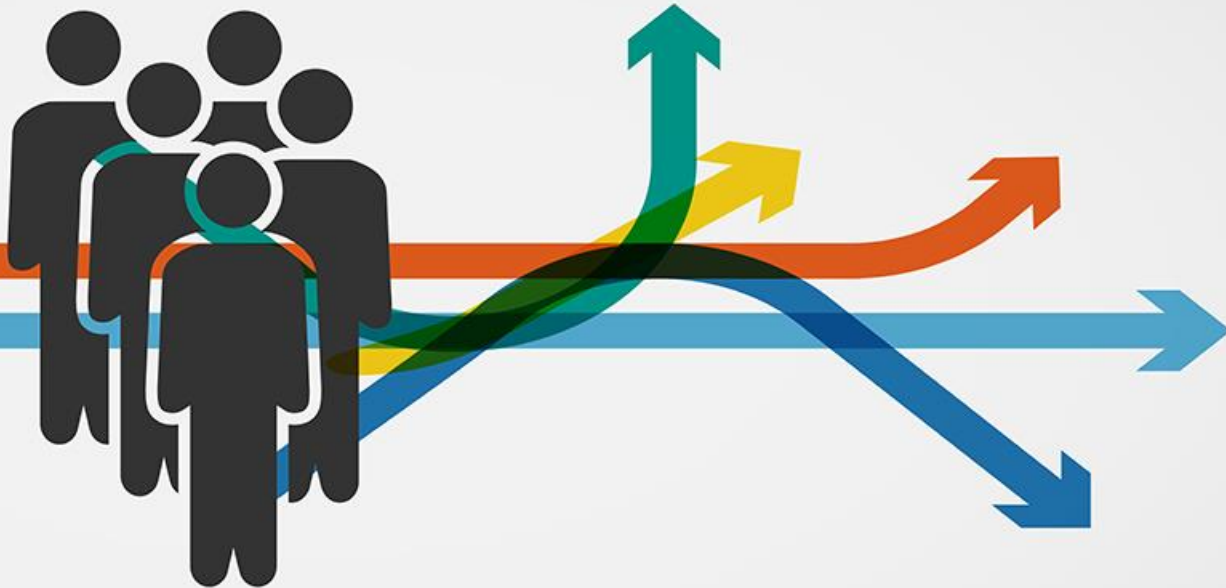
- Career planning:- Career planning is the process by which one selects **career goals** and **the path** to those goals.



- Career goals:- Career goals are the future positions one strives to reach as part of a career. These goals serve as benchmarks along one's career path.



- Career path:- A career path is the sequential pattern of jobs that form one's career.



Definitions of Terms.....

- Career development:- Career development is the process by which one undertakes personal improvements to achieve a personal career plan.
- Career development is the lifelong process of managing progression in learning and work. The quality of this process significantly determines the nature and quality of individuals' lives: the kind of people they become, the sense of purpose they have, the income at their disposal. It also determines the social and economic contribution they make to the communities and societies of which they are part.

Career of an Employee

Career of an employee may be in two forms,

- Unitary career is the jobs a person has had in a certain field of employment or a certain profession.
- Multiple career is the jobs a person has had in more than certain field of professions.

Importance of Career Development

- ❑ Traditional concept of career was an elitist concept.
- ❑ The traditional concept has been fragmenting.
- ❑ Less willingness to make long-term commitments to individual jobs.
- ❑ **Individuals who want to maintain their employability have to be willing to regularly learn new skills.**

Career Development Matter for Public Policy

- ❑ It is important for effective learning and investment of public money in education and training systems are likely to yield much higher returns.
- ❑ It is important for effective labor market and enhancing national prosperity.
- ❑ Career development has an important contribution to make to social equity, supporting equal opportunities, and promoting social inclusion.

The Relationship of Career Development to Lifelong Learning

- ❑ Schooling can be designed as a systems, but lifelong learning cannot. It needs to embrace many forms of learning, in many different settings. It is the individuals who must provide the sense of impetus, of coherence and of continuity.
- ❑ The country's future is significantly dependent on the quality of the decisions and transitions made by individuals.

Development of Career Management Skills

An Individual needs support in three forms,

- Help in developing their career management skills.
- High quality information on the opportunities open to them.
- Personal support in reviewing the options and converting information into personal action.

Development of Career Management Skills

Career management skills include,

- The skills of understanding one's own strength and weaknesses and one's own needs and wants.
- Being able to identify relevant opportunities and access information on them.
- Being able to take career related decisions.
- Being able to present oneself effectively in order to gain access to courses or jobs.

Development of Career Management Skills

The role of career information,

- It needs to include information on education and training opportunities, on occupation and their characteristics, and on labor market supply and demand.
- It also needs to include information on the occupational implications of educational decisions, and on the learning pathways that lead to particular occupational destinations.

Development of Career Management Skills

The forms of personal support,

- Some of this personal support can be provided by family and friends or by teachers and managers and supervisors.
- Individuals must have access to advice and guidance offered by variety of locations by competent and accredited practitioners.

Challenges in Career

Development: Today's Career Landscape

- Contemporary workplaces require individuals to be responsible for their own employability and career management.
- Career development is a lifelong learning process.
- Most individuals change careers several times through out their life.
- Even in tough economics times, new work emerges and good career managers are well positioned to take advantage of these opportunities.