

Managing CareerR

What is a career ?

- Career is a progress or general course of action of a person in some profession or in an organization.

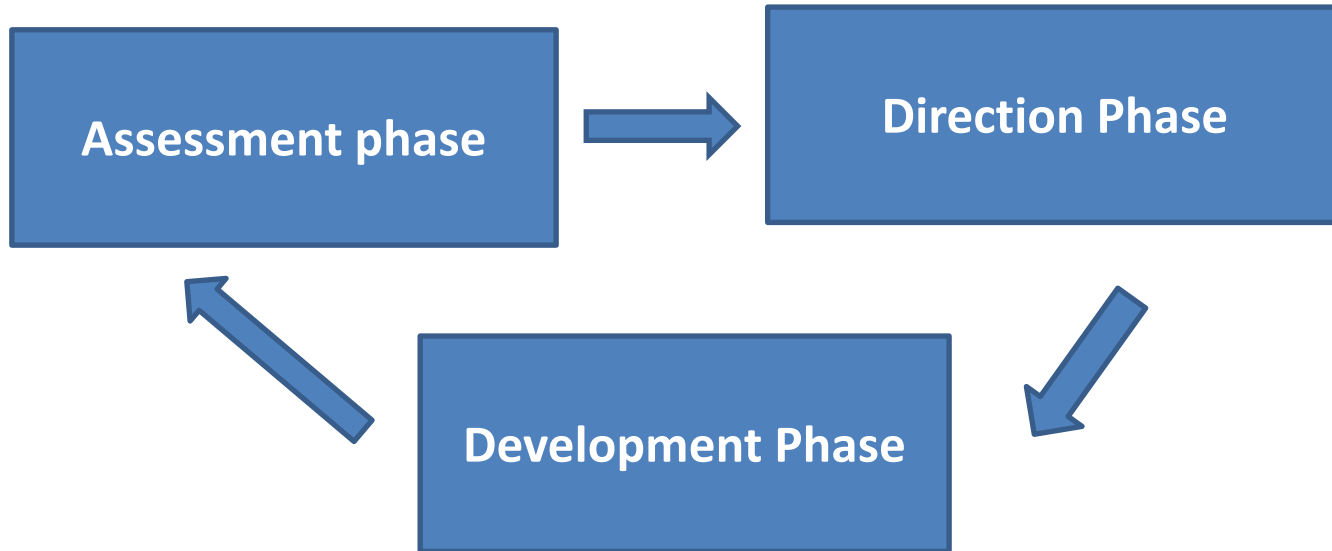
Career Management

- The process for enabling employees to better understand and develop their career skills and interests and to use these skills and interests more effectively.

Career Development

- The lifelong series of activities that contribute to a person's career exploration, establishment, success and fulfillment.

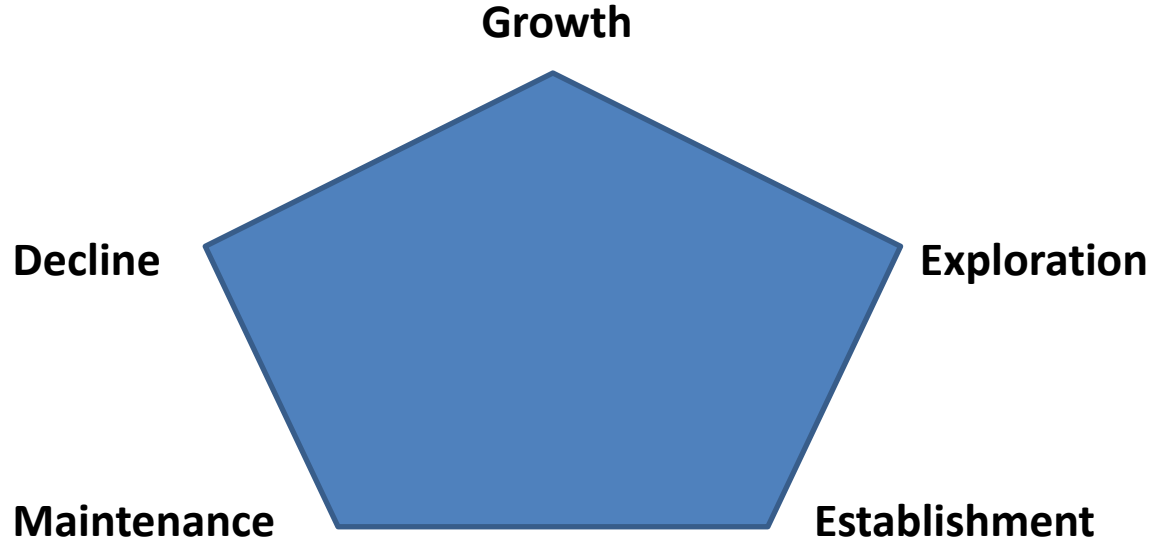
The Career Development Process



Career Planning

- The deliberate process through which someone becomes aware of personal skills, interests, knowledge, motivation, and establish action plans to attain specific goals.

Career Stages



Occupational orientation

- Realistic Orientation : attracted to occupations that involve physical activities requiring skill, strength and coordination.
- Investigative Orientation : Attracted careers that involve cognitive activities.(thinking, organizing, understanding)
- Social Orientation : Attracted to careers that involve interpersonal activities.

Cont...

- Conventional orientation : Favors careers that involves structured, rule regulated activities.
- Enterprising Orientation : Verbal activities aimed at influencing others characterize enterprising personalities.
- Artistic Orientation : Attracted to careers that involve self expression, artistic creation, expression of emotion and individualistic activities.

Career Anchors

- Technical /Functional competence.
- Managerial competence.
 - Analytical
 - Interpersonal
 - Emotional
- Creativity.
- Autonomy and independence.
- security

Roles in career Development

- Individual Roles :
 1. Accept responsibility for your own career.
 2. Assess your interest, skills and values.
 3. Seek out career information.
 4. Establish career goals.
 5. Utilize development opportunities.
 6. talk with the manger about career.
 7. Follow through on realistic career plans.

Employer's Role

- Communicate mission, policies and procedure.
- Provide training and development opportunities including workshops.
- Provide career information and career programs.
- Offer a variety of career path.
- Provide career oriented performance feedback.
- Provide mentoring opportunities to support growth and self direction.
- Provide employees with individual development plans.
- Provide academic learning assistance program.