

Career Planning – "A Strategic Approach"



- Dr. R. Krishnakumar*

Abstract

The modern scientific world consists of competitiveness and potentiality in its way of growth and development. To meet out this inherent challenge, it is indeed that a person must possess a career exposure. This article is made to highlighting the strategic approaches of career planning and development. To have this way it may include some basis of career planning development, career exploration and career analytical. Finally it spells out some suggestions and conclusions.

Keywords: Career Planning Development, Career Exploration, Career Analytical

Introduction

The word career refers to all types of employment ranging from semi-skilled through skilled, and semi professional to professional. The term careers have often been restricted to suggest an employment commitment to a single trade skill, profession or business firm for the entire working life of a person. In recent years, however, career now refers to changes or modifications in employment during the foreseeable future.

There are many definitions by management scholars of the stages in the managerial process. The following classification system with minor variations is widely used:

1. Development of overall goals and objectives,
2. Development of a strategy (a general means to accomplish the selected goals/objectives),
3. Development of the specific means (policies, rules, procedures and activities) to implement the strategy, and
4. Systematic evaluation of the progress toward the achievement of the selected goals/objectives to modify the strategy, if necessary.
5. Career planning is a subset of career management. Career planning applies the concepts of Strategic planning and Marketing to taking charge of one's professional future.

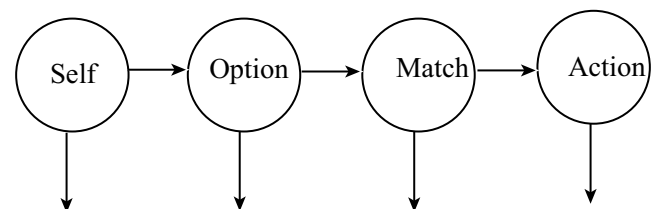
Career Planning and Development

Career planning is a life long process, which includes choosing an occupation, getting a job, growing in our job, possibly changing careers and eventually retiring.

The career planning process involves the four steps such as Self, Options, Match and Action. Taking into considerations of this four process the development activity can be achieved in almost right path by going on hand by hand and improving the employee development, advancement opportunities, high potentiality, empower the smooth arrangement to achieve the individual target as well as the group target.

Self-Explanatory Figure of Career Planning & Development

The following figure illustrates the above concept.



| | | | |
|-----------------------|-------------------------------|-------------------------------|---|
| Interest | Occupational information | Identify possible occupations | Investigating the source of additional Training & Education |
| Values | Research oriented | Evaluate the occupation | Writing your resume |
| Skills and aptitudes | Identifying the individuality | Explore alternative | Job searching |
| Developmental needs | Performance comparison | Choose the best. | Gathering company information |
| Preferred environment | - | - | Preparing for job interviews. |

Source: Primary Data

Career Exploration

Another important area to be discussed in the career planning process is career exploration which is to be reflecting in the growing ladder of jobs. After the self assessment stage, the skills interest and personality to be built in a list of possible occupation, so as to explore this career occupations. It also involves some preliminary research which may narrow down the labour intensive technology. This stage also expands its research in analyzing the work in it. It also requires conducting informational interview and arranging some job shadowing, opportunities which simply means following someone around as he or she does his or her job.

Career Analyticals

Career Analytical involves the Strategic way of planning to make effective and efficient in its ways. The following steps could be involved to measure the career strategic process.

- 1. Self Assessment:** It refers the factors such as what are your skills, interests, life styles, preferences, personality, values, educational interest and plans, leisure time activities and personal needs.
- 2. Explore and broaden your career horizon:** This strategy includes the discovering and analysis of occupation, work field compatible with your self-assessment from step1.
- 3. Narrow down your option and make choices:** It involves comparative occupations in terms or the nature of the work qualifications needed, compensation job opportunity outlook and training needed. Then choose that best match your personal qualities, preferences and aspirations.

- 4. Map Out Your Occupational and Educational Goals and Action Plans:** It views clearly by defining your occupational goals and plans to get the training and work experience you need to achieve your goals. Set checkpoints and a schedule so you can monitor your progress
- 5. Be Adaptable:** It prevails the periodically dusting off your career plans and take a look at yourself and what's happening in your personal life and your job if you are employed. Then make adjustments to your plans as needed.
- 6. Search for Training & Jobs:** This Strategic conduct systematic searches for the training programs and work experiences you need to achieve your career objectives.

In the final analytical part an attempt is made by applying some strategies in the career planning process for which it is effective and efficient for teachers and students.

The following table will illustrate the various strategies to be applied in the two levels of students and teachers community.

Table of Two Level Strategies for Career Analyticals

| Strategies | Students applications | Teachers applications | Assessment |
|----------------------------------|---|---|--|
| 1. Self Assessment | Personal work interest, behavioral preferences commitments, past experiences | Career testing, Web site information, Individual and group counselling, Career workshops | Successful completion of career workbook Teachers observations of students participation Students three choices of job shadows |
| 2. Career Horizons | The internal skills and values The external outcomes Work qualifications | Providing books Assisting evaluations Website information | Making confident Establishing reachable goals |
| 3. Narrowing options and choices | Life planning objectives Analyzing the strength and weakness of objectives Interpreting the various source of objectives Choosing best choices | Guiding the students in life components Creating self awareness and development Introducing self motivating factors | Judging the right components Choosing the best from the alternatives Aim should be made on fixing targets |

| | | | |
|----------------------|---|--|---|
| 4. Educational goals | Scheduling the priorities to the subjects Participating various seminars and forums Constant touch with current needs and affairs Involving the skills in various activities | Valuing the individuality Promoting the primary motivating factors Involving the students in the multifarious activities Giving current information | Ranking should be made Evaluating the pros and cons of objectives Suggestions based on interest |
| 5. Adaptability | Building relationship with career transitions Knowledge of current environment Skills of situational analysis | Explaining internal and external environment Giving future predictions based on experience | Practice of environmental factors Cope with the changing factors |
| 6. Training jobs | Practical knowledge Bring out their views and objectives to be experimented Online training practice is essential | Effective training practice Errors must be corrected Allowing students in their own ways | Good evaluation must be made Practical report must be presented |

Suggestions

By analyzing the above table the following suggestions are recommended:-

1. Encouraging the individuality of students
2. Promoting the self assessment practice
3. Deciding the occupational requirements

4. Evaluations of teacher towards students is essential
5. Proper guidance to the students by the teacher
6. Training on education is important
7. Both teachers and students must adapt to the environment
8. Goals and objectives must be narrow down
9. Personality development is essential for both groups
10. Adoption of Career development is a continuous process

Conclusion

The career planning and development process is also part of comprehensive organization development process. It consists of seven steps: self-assessment, determination of life-space goals, acquisition of necessary training and education, determination of specific industry and job desired, and job selection. At stage the employing organization has an obligation to each employee in helping him formulate his career plan; however, its greatest obligation perhaps in the training and development stage. Through this analysis it is clear that one should adapt the various Strategies in his Career Developments to be effective and efficient and it also lays a path to success in his future endowers.

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