



## Career Management Among Employed Students\*

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### ABSTRACT:

*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. The career management process begins with setting goals/objectives. A relatively specific goal/objective must be formulated. This task may be quite difficult when the individual lacks knowledge of career opportunities and/or is not fully aware of their talents and abilities. However, the entire career management process is based on the establishment of defined goals/objectives whether specific or general in nature. Utilizing career assessments may be a critical step in identifying opportunities and career paths that most resonate with someone. Career assessments can range from quick and informal to more in-depth. Regardless of the ones you use, you will need to evaluate them. Most assessments found today for free (although good) do not offer an in-depth evaluation (Wikipedia.com).*

Employees' career management is a basic process in the systematic planning of the human resources within the organization, and is put into effect with the help of particular development programs. The main objectives of the employees' career management are promoting a career development policy, according to the nature of the activities developed by the employees and, especially, to the individual and organizational needs; addressing the direct needs of the organization and increasing the potential to create a positive image for it; identifying and perfecting personnel with high intellectual and professional potential, for organizational progress; elaborating some structural development plans, to include into major activities the special potential personnel which is not however included in the decision structures; supporting employees which assert forms of absenteeism, indifference or lack of motivation. Developing the professional career is regarded as a means to address both the requests of the employees and of the organization, opposed to the old strategies to address only the institutional needs. An extremely important component in the career management is the career planning and development activity. This is inseparably related to human resources planning. The human career planning and development in an organization is an

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evaluation process of the development opportunities within the organization and a process to establish the objectives and orientation plans in the professional career, process accomplished by balancing the requests of the organization and the preferences and abilities of the employees, through support and reconciliation actions. The elaboration of a realistic career plan presents multiple advantages both for the company, as well as for every one of the employees. The preoccupation for ensuring the employees' career development commands the following advantages for the company: The best employees in the company are attracted and reserved; the costs related to the personnel fluctuation are reduced; the results of the employees are improved - by establishing a correlation between their interests and the existent positions; the potential of the employees is developed in view of their preparation for future positions. Career planning offers the employee the following advantages: the possibility to succeed faster in a career when the employee takes into account both his/her own abilities, as well as the opportunities available in the organization; the employee benefits from more autonomy in his/her work and from increased responsibility; the employee broadens his/her work experience; the employee enjoys increased work contentment, Adelina Palade (2010).

In the recent years, enterprises need a strategic plan to retain their skillful employees and provide their career management, sustain their existence, to have growth and leadership qualities, to reach the objectives to increase the value of the enterprise and to not to be affected from changing demographic structure. Career is to progress in a selected job progress and to earn more money, to undertake more responsibilities and to obtain more power and reputation as a result of this. It is the whole attitude and behaviors which a person perceived regarding experiences and activities about the job he has acquired during his lifetime. Career planning is the planning of an employee's progress or promotion within an organization for which he works by developing his knowledge, skills, abilities and motives. Career planning is considered as an individual's planning his future and the position which he wants to have, the area which he want to work in, the objectives which he want to reach. Career plans puts forward the cornerstones for this purpose. If these cornerstones have been placed consciously and an access has been provided the individual's feeling for reaching the success will be more strengthened. Thus, these feeling will make individual satisfaction and motivation to increase, Mehmet Altinoz (2010)

Based on random sampling technique, about 100 respondents were selected from Coimbatore city, who were in the final year of their Under Graduate courses and working as part-time employees in private concerns from the first year of graduation. About 50 students were males and 50 were females. All the respondents belonged to the age group of 19 to 21 years. The responses were elicited through a questionnaire. To find out whether there existed any significant difference in the aspect of 'Career management', Kruskal Wallis was applied.

**Table 1**  
**Personal Career Planning and Management**

S.No.	Variables	$\chi^2$	
1.	Career Planning	Have a career plan	5.055**
		Have set career objective	6.861*
		Reviews personal career plan	1.012
		Identifies areas in which one personally lags behind	0.055
		Self assessment of abilities	20.039*
		Aware of career alternatives	1.217*
		Aware of the general trend affecting one's career	0.250
2.	Career Management	Updating knowledge and skills that enhance one's employability	8.720*
		Invests in resources to achieve career plan	6.978*
		Engages in developmental activities related to the job	21.633*
		Utilizing career assessment by employers to improve self	11.356*
		Good relationship within and outside one's work environment provide a source of information that help in career development	7.090*
		Ample time devoted for career accomplishment	0.106

Source: Based on Field Survey, \* Significant at 1%, \*\*Significant at 5%.

As opined by the students, in the aspect of 'Career planning' there was a significant difference in the opinion expressed by the male and female students. For variables like 'Have a career plan', 'Have set career objective', 'Self assessment of abilities' and 'Aware of the career alternatives', there was a significant difference in opinion but for variables like 'Reviews personal career plan', 'Identifies areas in which one personally lags behind' and 'Aware of the general trend affecting one's career', there wasn't any significant difference in the opinion expressed. Female students gave less importance in having a career plan when compared to male students. In case of 'Career development', for variables 'Updating knowledge and skills that enhance one's employability', 'Invests in resources to achieve career plan', 'Engages in developmental activities related to the job', 'Utilizing career assessment by employers to improve self' and 'Good relationship within and outside one's work environment provide a source of information that help in career development', there was a significant difference in the opinion expressed by the male and female respondents. But for variable 'Ample time devoted for career accomplishment', there wasn't any significant difference in the opinion expressed by the students.

**Table 2**  
**Role of Organization in Developing Personal Career Management**

S.No.	Variables	$\chi^2$
1.	Employer provides enough information on career management	5.158**
2.	Employer guides and supports one's career development	0.368
3.	Workplace provides an opportunity for one's career advancement	3.498***
4.	Opportunity is provided at work place to implement the knowledge acquired	5.171**
5.	Organization identifies individual development needs and takes initiatives to fulfill it	6.463**
6.	Assessment offers an in depth evaluation of skills and abilities	7.882*
7.	Employer assesses employees	2.977***
8.	Employer provide honest performance appraisals	6.834*

Source: Based on Field Survey, \* Significant at 1%, \*\*Significant at 5%  
\*\*\* Significant at 10%

The role of the 'Organization in developing individual career management' was assessed. Based on the respondents opinion, there was a significant difference in the opinion expressed for variable 'Employer provides enough information on career management', 'Workplace provides an opportunity for one's career advancement', 'Opportunity is provided at work place to implement the knowledge acquired', 'Organization identifies individual development needs and takes initiatives to fulfill it', 'Assessment offers an in depth evaluation of skills and abilities', 'Employer assesses employees' and 'Employer provide honest performance appraisals' but for variable 'Employer guides and supports one's career development', there was no significant difference in the opinion expressed.

#### CONCLUSION

Successful career management helps in goal achievement and personal satisfaction. In today's heavy competitive world, permanency of jobs is a big question. At this juncture, career planning and development assumes a higher significance. Individuals while serving the company should simultaneously take care that they also strengthen their skills for career development. Organizations also must support

individuals in planning their careers by identifying individual's developmental needs and take initiatives to fulfill it. It must provide enough information on career management, provide opportunity at work place to implement the knowledge acquired and provide opportunity for employees' career advancement.

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