

CAREER DEVELOPMENT

28.1 Introduction

Put your career in top gear' for those who want to add a new dimension to their career, join.....

'NIT' offers you excellent career opportunities.

Attention Students : The Times of India presents A comprehensive section of Educational and career opportunities.

These are some of the advertisements in the news papers. You might have come across many such advertisements in news papers, magazines, hand-bills etc. Does the word 'career' ring a bell in your mind ? What exactly is career or career building ? Reading this lesson will not only help you in understanding the concept of career but also in developing your career in a more systematic and scientific way.

28.2 Objectives

After reading this lesson you will be able to :

- state various ways and means of career development;
 - explain how appraisal of self and appraisal of chosen career are necessary conditions of career development;
 - describe how one can plan career development;
 - explain the concept of continuing education increases training;
 - describe the conditions under which career reorganisation becomes necessary.
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28.3 Meaning of career development

The term 'career' in career development refers to the matters connected to all aspects of life viz. personal, familial and social. Career means the life of a person taken as a whole with emphasis on the range of her/his social influence and the attitude of other persons, towards him/her. *Thus career refers to a life style or the total life pattern of a person.*

Development is the modification of behaviour as a result of growth and learning. Development is always a progressive change. Thus career development means the overall development in the life style of a person. It involves the person's experience that contribute to the formation of his/her identity which includes life experiences, education, career choice, on the job training experience, level of professional achievement and degree of satisfaction.

Career refers to a life style or the total life pattern of a person Career development means the overall development in the life style of a person.

Now, the question arises, how the life style of a person develops. Obviously, vocation plays an important role in the life style of a person and vocational development is the basis of career development.

For example : If a person gets promoted to executive cadre from nonexecutive, he will get more facilities from the organisation, like higher salary, bigger accomodation etc, and his life style will automatically change. The promotion is vocational development, but it has brought about a change to his social and personal life also.

Activity

Sh. Ramlal began his career as a clerk in a small company immediately after his graduation in commerce. While working he improved his qualification from B.Com to M.Com and ICWA. An offer from a multinational company as a Financial Manager changed his life style to a great extent. Now he is the owner of a flat, car and many other amenities. He enjoys a happy married life with two lovely kids. Moving in high society, providing the best education to his children which he could never dream of earlier, are now at his easy accessibility. This is the reward of career development. Career development is dynamic ongoing and gradual process.

Career development is a dynamic, on going and gradual process.

On the basis of this. can you list some more characteristics of career development ?

28.4 Concept of life stages and stages of Vocational Development

Concept of life stages and stages of vocational development will give more insight to the understanding of career development.

On the basis of Buehler's Analysis there are five life stages in the order of Growth Stage, Exploratory Stage, Establishment Stage, Maintenance Stage and Decline Stage.

Growth Stage : From conception to about age of fourteen (0-14).

Exploratory Stage : It is between 15yrs to 25yrs. During this stage person tends to think and understand about self, his role after becoming an adult, find a mate, find an occupation and find one's place in community.

Establishment stage : It is from 25 to 45 yrs, During this stage one establishes himself or herself and gains some identity. Eg. He/ She is a plumber/ Doctor/ Bank officer.

Maintenance stage : This stage is from 45 -58yrs. In this stage person maintains his establishment.

Decline : This is after 58yrs of age. In this stage person not only declines in physical strength but also his role lessens in the vocation, family responsibilities and community.

At any given point of time we all are undergoing one or the other of the life stages. After knowing the life stages lets see the stages of vocational development.

28.5 Stages of Vocational Development

The stages of vocational development may be described as follows :

Early exploration : First job, it can be part time or temporary job.

Exploration and trial : In this stage person explores more avenues and in the end tries to settle in a job of his or her liking. This stage is also called floundering stage.

Establishment & Maintenance : In this stage a person establishes himself or herself in one field of work and maintains.

Retirement : Here the person tends to narrow down his responsibilities. Depending upon the capability of the person he/ she may either leave the job or shift to a job with lesser responsibility.

These are the stages of vocational development after entering the world of work. But the stages of career development begins with early exploration of interest.

The stages of career development are infact the life stages defined by Beuhler combined with the vocational stages. The stages of Career Development are :

Early Exploration stage : It is between 12 to 15yrs. During this period the person starts identifying his areas of interest and his abilities.

Exploration stage: This begins at the age of 15 yrs and continues till 25, during this stage the person develops his interest and aptitude into a vocation.

Eg : If a person has interest in science he will take science as the main subject and will take up jobs in the field of science.

Establishment : It is from 25 years to 45 years. During this stage, one establishes himself or herself in the feild of job and also in his personal and social life.

Maintenance stage : This stage is from 45-58 years. In this stage person maintains his establishment.

Decline : This is after 58 years and often in this stage the capacity of the person declines.

Growth stage : It is from conception to 12 years. In this stage person acquires interest aptitude etc.

Activity :

Take the case of Dr. Mohan, a famous surgeon. He is enjoying his pension now. While studying in VIII class a lesson on doctors intrigued him and he was attracted towards medical profession. He resolved to become a doctor. For this he worked hard, secured good marks in biological science, qualified pre medical test and subsequently became a Doctor. He joined as an Asst. surgeon in a big Government hospital at the age of 25 and grew as a great surgeon by the age of 45. He retired at the age of 58. Now at the age of 65 ,though not in his active surgical practice, he still wishes to extend his valuable contribution in the service of mankind.

Explain the life stages, stages of vocational development and stages of career development of Dr. Mohan.

Try it Yourself

Find a person of 65 - 70 yrs of age and write down the stages of his/her career development.

Intext Questions 28.1

Fill in the blanks with appropriate words.

1. _____ refers to life style or total life pattern of a person.
 2. Career development is a _____, _____ process.
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3. _____, _____, _____, _____ & _____ are life stages.
4. _____, _____, _____, _____ & _____ are the vocational development stages.
5. _____ is the combination of life stages and vocational development stages.

Case Activity

Mr. Naveen is an Engineer. He is working in a small factory and his income is also not as to the level of Engineers. He is frustrated with his job & life.

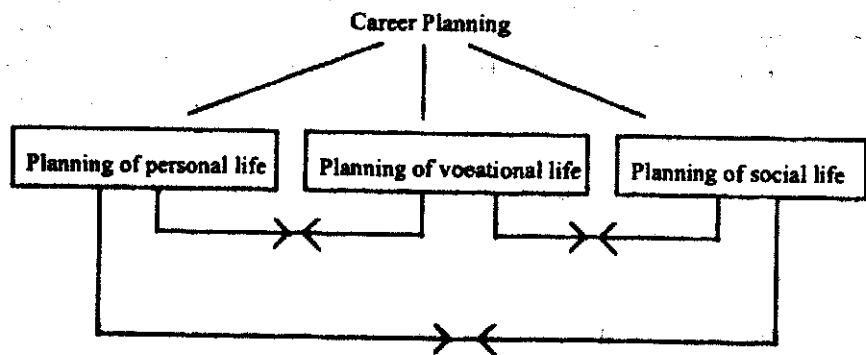
On the other hand Mr. Ganesh is a taxi driver, he is happy with his job and earns quite well. He is enthusiastic about his job & likes it very much.

Write probable reasons for Mr. Naveen's frustration and Mr. Ganesh's satisfaction ?

let us read the topic career planning to understand this.

28.6 Career Planning :

Modern age is an age of planning. Even for small things like going to a movie or picnic we plan and execute it. Career building is a crucial task in ones life. So one ought to prepare a good career plan. As you have already read career is over all life style of person. Career plan should contain, planning of personal life, planning of social life and planning of vocational life. These three aspects of career planning are interlinked and they influence each other.



Now let us understand these concepts one by one.

a) Planning of personal life :

It involves planning when to get married, what type of person would you like to get married, when to have children, what sort of life you want to give to your spouse and children and many other things specific to each individual. Personal life is influenced by vocational and social life of a person.

b) Planning of social life :

It involves a planning of life style you want, the society in which you want to move. The assets which you want to acquire etc. Social life of a person is influenced by personal and vocational life of a person.

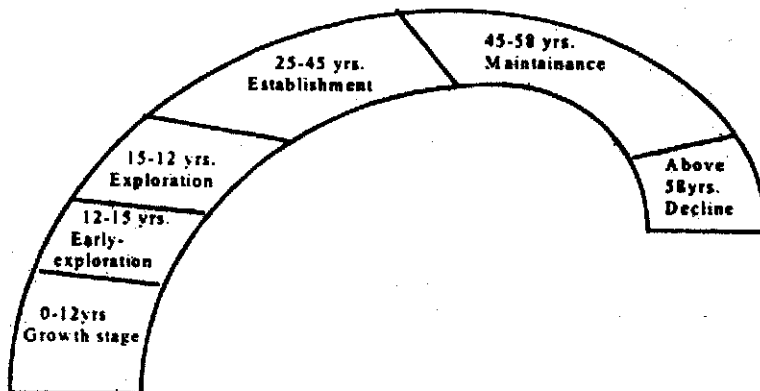
c) Planning of vocational life :

Planning of vocational life is a life long process of getting ready to choose or continuing to make choices from among the many occupations available in our society. Vocational life of a person matches the self with the world of work. After knowing the self and the world of work, match your qualities with the qualities required for each of the occupations you know. Finally select a vocation with which your qualities match to the maximum. It has great impact on the personal and social life of a person will have great influence on the vocational life too.

In a wise vocational planning there are three key points namely,

know thyself, know the world of work and match the self with the world of work.

- (i) **Know thyself (self appraisal) :** A clear understanding of ones own self, ones aptitudes, abilities, interests, ambitions, resources and limitations.
- (ii) **Know the world of work (Appraisal of the vocations) :** Knowledge of various occupations qualifications and entry requirements for each occupation, conditions of success, advantages and disadvantages promotion prospects, compensation and prospects in different line of work. Before proceeding further, let us take the case of Mr. Ganesh a happy taxi driver and Mr. Naveen is a frustrated Engineer. Mr. Ganesh is happy because he opted to be a taxi driver due to his interest in driving and interaction with people. Mr Naveen is frustrated because he is forced to become an engineer by his parents to fulfil their aspirations. He wanted to become an actor.



Stages of Career Development

Let us deal with these key points one by one to have better understanding.

28.6.1 Know thyself (Self Appraisal)

Know thyself is the key word for success in career development.

To know thyself sounds very simple but it is quite a difficult concept. Some people feel frustrated in life because they could not understand themselves in the early stages of career development. People are not able to understand about themselves mainly because of these reasons.

No courage to be ones own self : we simply try to be like somebody else.

Eg : Young boys and girls try to imitate the hairstyle of hero's or heroins.

Or we always try to be what others expect us to be.

In case of Mr. Naveen, he wanted to be an actor but his father wanted him to be an engineer so he became an engineer.

We do not take time to know oneself. If we have time we prefer doing some other work than to think about self.

We misinterpret our experiences.

Eg : Just because one gets less marks in science in school final one may interpret that she/he is weak in that subject. Though there can be other reasons also.

Some times we do not know our desires. We run after mirage. When asked what do you want most people say that they want money or anything that money can buy. If provided with lot of money one would look forward for something else. Most people move from one immediate desire to another apparantly without even realising that they really want something that is much more basic. The most fundamental and lasting desire and is to follow one's interest. So first thing one try to realise is that

- there is self.
- each one of us is an entity.
- no two people are exactly alike and
- every one has the latent ability in one direction or other.

Each person has basic ability which lend themselves to a wide varecity of occupation. But selection of vocations is purely a matter of personal taste. Before conclusion about ones interest, abilities and strong points one should do thorough self analysis or introspection.

28.6.2 Know the world of work (Appraisal of the choosen career.)

To know the world of work for each job is equally important.

For each job there is different type of job requirement.

Eg. Engineers may be required to work in mines or factories, indulge in shift duties, work in hazardous conditions. They may be required to manage the subordinate staff, deal with the staff unions etc.

Similar journalists may be required to be on their toes always to capture the news. Should be skillful in differentiating the important and unimportant news. Should be ready to take the risk.

In the same pattern you have to collect information about the working conditions and job requirement of all the jobs.

After thorough study of jobs one should select some vocations with which your qualities match.

28.6.3 Match the qualities in you with the qualities required each of the selected vocations

Eg : If you have chosen to become a lawyer, see if have logical and analytical mind capable of breaking the cases apart and building them up again. A natural power of oral persuasion, profound understanding of human nature that permits you to penetrate into the minds of people and uncover the underlying motives of men without losing sympathy and with courage.

If you have chosen to become a scientist see if you have an open mind, intellectual curiosity, infinite patience, scientific temperament, desire to pursue evidence, etc.

Interest, ability, aptitude intelligence, health are some of the scales on the basis of which one can match, the self with the world of work.

28.7 Major steps in career planning

The major steps in career planning can be summarised as—

1. To understand the self : To make a wise career choice one should know their interest aptitude, intelligence, abilities, skills, health conditions, personality and priorities.
2. To select information about various occupations.
3. Select some occupations (3-4) which suit you.
4. Do thorough analysis of each of the selected occupation in which, you may collect information about.
 - a. nature of work
 - b. work environment
 - c. qualification and physical requirements,
 - d. mode of entry
 - e. advancements or promotion prospects
 - f. economic returns
 - g. advantages and disadvantages.

5. Match the qualities which you possess with the qualities required for each of the selected occupations.
6. Select the most suitable occupation.
7. Work towards achievement of your goal of entering into the occupation (For the student the initial step is to select the subjects for study).

Note : Guidance centres are the places where one can get assistance in self introspection (i.e knowing the I.Q, aptitude etc.) and to know about various occupations, and to make decisions in one or more aspects of ones life.

You can also consult a counselor or a career teacher if you have any difficulty while planning or building your career.

Intext Questions 28.2

Fill in the blanks with appropriate words.

1. Knowing about _____ is the first and important step in career making.
 2. _____, _____, _____, & _____ are some of the scales on the basis of which one can match self with vocation.
 3. _____ will help if you come across any problem while career development.
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28.8 Special Provisions for Career Development

Better late than never is a common saying which is also applicable to the field of education. Avenues for career development are available at all the stages of life.

Some such avenues are Continuing Education & Inservice Training etc.

Continuing Education

The concept of continuing education is of recent origin. Education is a life long process of adding or renewing ones repertoire of knowledge, information and skills. (*Continuing education has relevance to all irrespective of whether one is professional, technocrat or technician.*)

In the context of literacy learning or functional literacy, Continuing Education acquires special significance. After becoming literate a person can continue education through the continuing education centers. Open school and open university provides continuing education.

In Service Training

The term is self explanatory, it refers to the education and training which any professional receives after entering the profession

This is required because of rapid advancement in all the fields of knowledge.

28.9 Career Reorganization

If you suddenly put on or loose too much of weight your clothes don't fit in. Then what do you do ?

Yes, you reorganize the clothes accordingly. *Reorganization in simple words mean making changes according to ones suitability.*

At times we feel the work which we are doing is not according to our choice. In that case career reorganisation becomes necessary. Career reorganization is shifting of one's vocational role. It can be from one field to a altogether new field or changing the responsibilities in the same field.

Some situations where career reorganisation becomes important.

- ★ After retirement if a person is capable he/she may take up some simple jobs.
- ★ When work environment becomes unsuitable.
- ★ When some health problems crop up. Eg. If a person develops any disease which will increase if the person continues to work in the same situations.
- ★ When there is no chance of advancement in the present career.

What you have learnt

Career means the social life of a person taken as a whole with emphasis on his accomplishment; The range of his social influences and the attitude of other persons towards him.

Career development is over all development in the life style of a person. It is a dynamic ongoing and gradual process.

Life stages, stages of vocational development and stages of career development.

Exploratory, establishments maintenance and decline are the important stages of career development.

To build a successful career one has to plan the career properly.

Self appraisal, appraisal of chosen career and matching the abilities of the person with the abilities required by the job are some important tips for career planning. Continuing Education and Inservice training are special provisions for career development.

Career reorganisation is shifting of one's vocational role. Sometimes it becomes inevitable.

TERMINAL QUESTIONS

1. What is career and career development ?
2. What are the life stages according to Buehler ?
3. What are the stages of career development ?

4. Why is it important to know thyself in career development ?
 5. What are the major things which one should see in themselves and in the vocation before choosing a career ?
 6. Why is it important to plan a career and what are the major steps involved in it ?
 7. What are the avenues open for career development at later stages ?
 8. What is career reorganisation.
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Key to Intext Questions

28.1

1. Career
2. Dynamic, gradual, ongoing
3. Growth, exploratory, establishment Maintenance, Decline
4. Early exploration, Exploration and trial, Establishment and Maintenance, Retirement,
5. Stages of Career development

28.2

1. Ones own self
2. Interest ability, aptitude and intelligence.
3. Career teachers or Guidance counselor

Activities

1. Explore your self and write the stage of development which you are undergoing now. Also combine your basic characteristics and write which occupation would suit you most.
2. Select any five occupations and write the basic characteristics required to enter that occupation.
3. Select a man and women of nearly 50 years of age and write about their career development.

Hints to Terminal Exercise

1. Life style or total life pattern of a person. Career development is overall development in the life style of a person. See section 28.3
 2. Growth, Exploratory, Establishment, maintenance and decline.
 3. Early exploration, exploration, establishment maintenance and decline.
 4. Refer section 28.6.1
 5. Refer section 28.6
 6. Refer section 28.7
 7. Refer section 28.8
 8. Refer section 28.9
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