

Detailed Study on Career Management and Its Impact on People's Personal Life

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ABSTRACT - Career Management is one of the most important aspect in each and every one's life. In our society, most of the people do not know the importance of Career Management. Lot of problems are faced in each and every household due to the lack of knowledge regarding career management. Mentally stressed, Anxiety, Depression, Financial Crisis, Suicides, Household Fights are common problems faced in each and every household due to the lack of knowledge regarding career management. This paper aims to bring out the importance of career management and detailed thorough knowledge regarding career management and how it is done in life in easy and simple way so as to solve all the mental problems faced by the individuals in society so that each and every one's career is grown in beautiful way.

Keywords: *Career Management, HR/Human Resource, Career Management System, Personal Life, Problems, Roles, Personal Strategy, Organizational Strategy.*

I. INTRODUCTION

Career Management is the activity of managing both Career planning and Career development. Career Management is a separate discipline in the umbrella term of Human resources Management. Career design and orientation is also an integral part of career management thus shaping one's life into successful one.. To live a healthy life and stress free life one must know what is career management in detail so as to have a better understanding of life in future co relating with present. Career Management is a study that combines lot of disciplines like Psychology ,Education, Sociology , and Management Studies. It brings out so diversity so as to make its learning fun and attractive. This paper aims to bring out the factuality of career management and its significance in all walks of life.As age increases the complexity of career management increases due to lot of external factors this needs to be simplified form the early age and time itself.

II. REVIEW OF LITERATURE:

There are various Reviews on the subject of career management to establish lot of further scope for research and provide factuality of career management. Some eminent have been listed and documented for studying purpose as mentioned. Career development is the change or a series of changes that occur in an individual's career (Brown, 2002). However, it should be noted that not all change is developmental or means progression. Career development as operationalized in this study refers to systematic and successive changes in one's professional life that is indicative of

progression (White, Cox & Cooper, 1992). Career counselors have also been encouraged to more prominently consider with clients the work-family interface, for example, by clarifying the salience of different life roles, increasing social support in work and family, and helping to promote a sense of competence in work and family (Slan-Jerusalem & Chen, 2009; Whiston, Campbell, & Maffini, 2012; Whiston & Cinamon, 2015). (Khapova & Jansen 2014, Yean & Yahya 2013; Fleisher). Scope of career management and planning also includes monitoring employee attitudes, their behaviour, wellbeing, their profession. Faisal et al (2012)in their group presentation have given definitions of carer planning, and defined Career as progress of person through life. Career management is a key factor for accomplishing both personal goals and

organizational goals (Atkinson, 2002; Barnett & Bradley, 2007). Proactive behaviors of employees support both individual and organizational success International Journal of Human Resource Studies ISSN 2162-3058 2014, Vol. 4, No. 1 www.macrothink.org/ijhrs 103 (Bjorklund, Bhatli & Laakso, 2013; Converse, Pathak, DePaul-Haddock, Gotlib & Merbedone, 2012; Crant, 2000; Prabhu, 2007).

III. SCOPE OF METHODOLOGY

The Scope of Methodology used for this research is completely Theoretical and Observatory. Each and Everything is collected form the data sources available in the market. Thorough Complete study of sources and materials enabled me to arrive at various new facts and

data's to be recorded and presented timely and precisely. Lot of things presented in the paper have arrived out from real life issues and real life observations taking place regularly in our day to day life. Language used in this work is simple and lucid. This paper aims to bring out the factuality of career management and its significance in all walks of life. Thus the scope of methodology is clearly presented.

CAREER MANAGEMENT IN LIFE:

The basic steps involved in career development's are:

- Identifying Career Needs
- Developing Career Opputuinities.
- Integration of Employee Needs with Career Oppurtunities.
- Regular Monitoring.

The main career development parameters in organizations include:

- 1.Excellent Performance.
- 2.Recognition of your Hard-work, Skills, Qualifications, Commitment, Success Ratio...
3. Resignation/Step-Down

Strategies Employed For Career Management And Development:

1.Personal Startegy:

People do work in organizations for various reasons in order to meet their desired goals but career management is a joint effort of both organization and employee .Even though it takes place by both hands but it much more dependent on the person to figure out what is best and what is not best for him rather than being dependent on the organization.It is up-to him to figure out the right opportunity at the right time and place with right orientation. Personal Strategies are as follows;

Implementation of Decisions and Choices made by you

As we made our decisions and choices regarding our planning and development, we must not delay it to any extent as time and tide waits for none.

Self- SWOT Analysis

You must focus on and believe in your own abilities in order to move ahead. Know your strengths ,weaknesses, oppurtunities and threats as this helps you to make planning and decision making easy. Follow your strengths, improve your weaknesses ,look out for perfect and better oppurtunities and offers by seeing global threats.

Analyze Career Oppurtunities and Future Road-mapping

Read out newspapers, articles, papers and even attend career and job fairs so as to gather more information regarding future oppurtunities lying ahead in various sectors and companies. Watch News channel regularly where you can analyse economic status of country in order to learn much more about the job market and other parameters .

Set Goals:

Have clear -cut defined goals in your life. Goals motivate you to succeed in life as soon as possible. Setting Goals makes you energetic, determine and hunger to achieve and succeed in life. Goals keep you focused and in proper direction. Set Goals based on your own interests not based on societal pressure or any sort of pressure. Because if you do what you love in your life and set goals based on that success and excellence both are your own feet.

Relevant Feedbacks

Feedbacks and Reviews from experts help you to correct your mistakes and minimize your errors .The more errors being corrected,you learn the maximum throughout your Career management journey thus making you tone and perfect.

Self-Management/Self –Assessment:

Self-assessment is one of the personal strategy that must be employed by each and every individual in order to figure out by himself Who is he? How is he & What is he?

Self-assessment has major metrics:

- i. Achievements,
- ii. Skills and abilities,
- iii. Personal values,
- iv. Interests,
- v. Personal and family circumstances, etc.

2.Organizational Strategy:

As Career Management and Planning involves both organizational management and Self –management , organizations tend to implement their specific strategies in order to manage their employees career and achieve their own agendas. Organizational Strategy regarding career management directly impacts the people management as people badly need career growth in their respective lives. The various organizational strategy employed are:

Effective & Strategic HR Planning.

Recruiting Qualitative and desirable candidates who are committed to work for organization on a long term basis is one of the strategic HR planning as it helps the

organization to achieve their mission, vision & objectives as soon as possible. Thus it becomes a win-win situation for both management as well as employee/person to grow in career ladder. Employee engagement activities along with employee backing is also a strategy to bring out the best from the employees in order to optimize the performances of both organization and people.

Innovational Exposure & Training, Learning & Development.

Doing repetitive work in a day makes employees psychologically depressed and dry. Thus most of the organizations expose their employees to new surroundings, operations & job rotation so that employees keep their mind open to learn new things and have a great exposure to creativity and innovations. Implementing various up-skilling and learning programs for employees will automatically make the organization win back the trust of employees thus producing a win-win situation for both the organization and employees as employees' career will grow enhancing the quality of personal life by means of promotion and salary hikes.

Flexible Work Hours and Excellent Work-Life Balance:

The above strategy automatically energizes, refreshes, and boosts employee's mental condition as they have flexibility in office timings and freedom to work from anywhere. Thus their morale and urge to perform well is boosted due to the non-monetary perks given by the top level management. It automatically improves Employee engagement and workability of employees thus improving the performance of employees. As employees tend to perform better, the business objectives are gained easily thus minting more profits and dispersing those hefty profits into hefty salaries and promotion.

Rewards and Recognition Policy.

Organizations have HR Policies in their regulations. Rewards and recognition are integral part of human resource management for better functioning of organization. Due to the practice of this policy, lots of benefits are generated to both organization and employees.

Various Benefits are:

1. Boosting of Employees Morale
2. Urge to perform well
3. Urge to become Number
4. Huge improvement of Productivity of employees
5. Better Concentration
7. Maximum Employee Retention.

TECHNIQUES & TOOLS USED FOR CAREER MANAGEMENT SYSTEM

Lot of Techniques, Methods & Tools are employed for career management purpose. These are the torch-bearers of career management and these are the main pillars of the whole system. These techniques are employed and utilized by career counselors, schools, colleges, multi-national organizations for various purposes to fulfill the vision, mission and organization purpose.

Psychometric Tests: These tests are used for assessment purpose. They are used for assessing the person's abilities and a person's SW analysis. They are used for finding the right choice participant based on the desired attributes required for particular job role in an organization. These psychometric tests are conducted by experts and professionals. These tests help us to explore our hidden talent and give an insight and help us to take decisions regarding our desired career choices.

Various Psychometric tests employed in our day-to-day life are:

Personality Tests.-To determine the overall personality of oneself.

Stress Interviews.-To determine your Stress Management Index

Numerical Reasoning-

To determine the Mathematical Intelligence of oneself

Verbal Reasoning—To determine the Linguistic Skills and Quotient of a person.

Diagrammatic Reasoning- To determine your pictorial understanding of data.

Error Checking- To determine your activeness identify how street smart you are.

Career Counselling: This Test is an expert advice given to people by counselors regarding the best job and career match pertaining to the skills, characteristics, attributes and interest of the person. They are available in freelance mode and even in professional mode. Educational Institutions and MNC's hire them on permanent basis.

Job Training And Development: On Job training is always a flexible mode where you can acquire higher potential skills and focus on your present job. This technique helps you to grow in your career simultaneously quickly. All the organizations follow this model to train their fresher employees so as to make them dynamic on par with industrialization.

Specialized Courses And Post-Graduation: Employees can directly enroll into specialized courses so as to enhance their competencies, knowledge, desired

qualifications to reach particular destinations. Upgrad, Unacademy, Great Learning, Udemy, NPTEL are some great platforms Which are rigorously accessed by employees ,students, scholars etc for academic & Professional Benefits via enrolling in various courses across disciplines like Management , Science, Arts, Information Technology Etc.

Career Development Workshops: Considering the importance of employees' career development, organizations are arranging workshops and seminars as essential career development activities. These workshops clearly indicate organizations' concern for career development. However, the central assumption of these workshops is the joint responsibility of individual and the organization for career development.

Workshops & Developmental Programs:

These Programs are used for developing employees for future positions both internally and externally.. They are performed under the supervision of Human Resource staff and other expertise people. Mentoring, Well-Being, PhD Scholarship and sponsorship

ETC are various developmental programs for employees. Career developmental workshops are also introduced in organization's for insight knowledge on how to manage your career effectively.

(FUNCTIONS/ ROLES) OF CAREER MANAGEMENT IN LIFE

- To ensure Organization's needs, objectives, mission and vision are achieved in a systematic and efficient way.
- To ensure Employee Success is achieved at regular basis.
- It gives employees a source of regular motivation.
- It helps in boosting Productivity of Employees.
- To ensure Productive Work Culture
- It helps in Retaining and Gaining New Talent
- To free employees from various Sociological and Psychological Disorders like: Anxiety, Depression, Household Issues and etc.
- To ensure continuity in guidance and mentorship of one's career in organization and life.
- It helps in facilitating promotions in organizational structure.
- It helps in ensuring higher Employee Engagement.
- It helps in achieving higher employee

retention.

- It helps in achieving better business performance.
- It helps in achieving innovation and creativity.
- It solves all the career crossroad puzzles faced by the students, employees and etc.
- It facilitates proper work –life balance
- It improves the financial and economic status of various families.
- It improves our Lifestyle.
- It helps in Gaining respect and dignity in society
- It helps in achieving Self-Independency
- It improvise your Relationship Quotient as less stress and life barriers are present between you and your partner.

The above are the various functions /roles of career management that describes the factuality of career management and even sort out most of our problems in life to greater extent. We must know the significance and functions of career management in order to practice it efficiently and thus motivate ourselves to succeed in life.

IV. FINDINGS, RECOMMENDATIONS /SUGGESTIONS & CONCLUSION

There are various findings and deductions to be recorded from the above central part of research work .The findings are recorded as follows:

Financial Impacts

Proper and effective career management influences your finances regularly. As you plan your career effectively and regularly you grow in your career path and career ladder thus improving your income and salary. Having a very great and high salary reduces your financial crisis to a huge extent and reduces your expenses and improves your savings for better future. It also reduces the cost of living and improves your budgeting and forecasting planning for the future.

Relationship Impacts

Proper and effective career management impacts your work –life balance. If you plan your career effectively and grow in your career it will affect your relationship with your loved ones on a positive way. Having a proper and effective career management makes you successful one in life keeping you happy and fun all the time enjoying when you are happy in your life thus you keep others happy in a mutual way.

Proper and effective career management impacts your Marriage and Parental Relationship on positive way as

you set a good example for your own children and wife and you fulfill all their needs with lots financial benefits.

Once you become successful in your career you tend to have your own network for various other affairs like Professional, Personal, & Etc.

Emotional impacts

Proper and effective career management impacts your emotional well being. A successful career gives you lot of emotional well being as you become confident and sound in decision making process. You began to mentor and coach people once you become success. People look onto you as a role model and you open up to share your experiences.

Anxiety, Depression, Financial Crisis, Household Crisis, Stress and much more negative emotional parameters get deprived as lot of financial ,relationship and emotional impacts are on the positive side thus leading to a happy family and healthy life.

Organizational Impacts

Proper and effective career management by both organization and employees(self) results in better HR planning and operations of various organization. It also improves the company's image in the market as a pioneer market leader and player in the industry due to the business performance as a result of effective career management. Most of the HR metrics become easy when career management is done in proper and effective way as career management is one way to take care of employees like a family.

V. RECOMMENDATIONS/SUGGESTIONS:

I recommend to all organizations to make sure you chart out the best plan to ensure proper and effective career management because the employees are working to feed their parents and family. They have their own aspirations and dreams thus they turn to you to help them to achieve their own aspirations. Please take care of your employees like your own family if you do so then automatically things become easier for both parties as mentioned above. Don't chart out strict, stringent and cheap HR policies thus ruining the employees life. Nowadays most of the organizations don't look up to employees much they treat them for advantageous purposes and in turn there are no rewards and recognitions and etc....Please do not do such cheap tactic's. It is my sincere request.

I request all the students, workers, employee's to take care of their own careers in a careful and positive way. Please take initiatives mentioned in the central part so as to make your life's well settled and easy.

Students who are in schooling start your career planning after 10th Grade. You need to have strong basement in order to have strong career building. Aftermath of 10TH

grade is the shear basement of your own career building. Choose your stream wisely based on your interests and likings to have a proper career management and best personal life.

Students who are in their graduation tenure please sharpen your skills with value added courses based on your career interest. Improvise your soft skills in easy and simplified way as these small things will make your basement stronger thus making you ready for a great career launch.

Schools and Colleges are requested to eradicate mark centric learning and promote skillful learning to ensure Up-Skilling, Workability and establish strong industrial learning. Strong Industrial learning is key to effective career management.

VI. CONCLUSION

Proper career management is the onus and key to become successful in life. It is your career management that shapes other aspects of your life throughout the entire span of livelihood. There are lot of problems that get solved due to proper career management like Anxiety, Stress, Financial Crisis , Income Crisis and etc... thus giving us major confidence to follow and implement proper and effective career management as given above. Career Management even plays huge number of roles in our lives as it connects past ,present and future in a brief way.

We have deeply noted that career management is also essential from business perspective also it facilitates better HR strategic planning and also helps in achieving business objectives as soon as possible in easy way.

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