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Assessing the Connection between Individual Values and Career Adaptability.

Himangi Royal

Abstract: The career adaptability represents the psychosocial resources necessary to cope with the dynamic work and working environment. It covers getting used to different tasks, the need to be constantly learning from experience, and making decisions about one's career. Furthermore, career adaptability goes hand in hand with the continuously changing requirements by the employers who demand more and more adaptability in the workforce. An important model of career adaptability envisions it as psychosocial strengths (or capacities) to solve the unfamiliar, complex, and ill-defined problems of development tasks, workplace transitions, and workplace challenges.

Keywords: career adaptability, values

INTRODUCTION

"Midlife career change" is a common term used when individuals realize they need to evolve professionally. In today's dynamic job market, especially in technology, career paths are flexible, and people often seek new opportunities. Choosing a career and future path is crucial, particularly for those exploring new job roles, training, or seeking advice. Our careers significantly impact our mental well-being, and finding a job that aligns with our talents and passions brings deep fulfillment, contrasting with pursuing financial success at the expense of health and happiness, a choice many regret later in life.

Career adaptability is a personal proficiency factor that allows individuals to successfully manage unexpected events and occupational environment changes to which various professional development tools can be applied. The process takes the form of accumulating a set of psychological capabilities and coping principles so as to offer people the requisite skills necessary to adapt to the changing state of work, work environment, job demands, and career opportunities.

People with good career adaptability tend to be more purposeful and rapid in the changes they go through in their job. They, by and large, make better workers because they are more flexible, accepting of events occurring outside their control, and are likely to embrace new changes at their places of work or within the organization. Work adaptability, in fact, leads to more than just flipping one's attitude or behavior to answer to work demands, but it means being able to deploy a flexible strategy and moving forward despite work ambiguity or disruptions.

Values can be defined as the highest ideals, moral or ethical conducts and the prevailing beliefs that one deems essential or superior to everything else. They become your obsession and a compass leading to a higher purpose which is the ultimate moral good, rather than pursuing the pleasantness of the day. Our individual values make up our core and as such are generally, the things that have influenced the way we look at, behave and conduct ourselves.

A person may hold a variety of values, with certain values being more important to them than others. Research has demonstrated that your core beliefs frequently influence the decisions you make about your profession, religion, social circles, self-identity, and other facets of your life.

For professionals, there is often an alignment between their personal work values and the values upheld by the organization they work for, as well as their colleagues. This value congruence can foster a sense of shared purpose and a harmonious working environment. Moreover, an individual's deeply held work values play a pivotal role in determining the stability and trajectory of their career path. These values act as a guiding compass, steering individuals towards opportunities, roles, and industries that resonate with their fundamental beliefs and priorities related to their professional pursuits. In essence, work values encapsulate the intrinsic principles that underpin an individual's approach to their vocation, shaping their motivations, interpersonal dynamics, goal-setting processes, and overall career development.

A study by Muhd Khaizer Omar et al. (2023) explored the link between career adaptability and employability skills in design graduates. They found that adaptability, the ability to adjust to changing circumstances and explore different career paths, is increasingly important in today's job market. The study also highlighted the importance of employability skills like communication, problem-solving, and teamwork for design graduates' success. Their research suggests that graduates with higher career adaptability tend to develop these key skills more effectively. This study paves the way for further research into how career adaptability impacts employability outcomes specifically for design professionals.

Ho (2006) classified work values into two main groups: intrinsic and extrinsic. Intrinsic values pertain to personal fulfillment and meaning derived from work, like contributing to society. Individuals with intrinsic values may seek challenging tasks to fulfill personal needs. Conversely, extrinsic values focus on material rewards such as salary and job security, emphasizing tangible benefits from employment.

AIM

The research was designed to analyze the correlation between career adaptability and values in young adults.

OBJECTIVE

To explore the correlation between career adaptability and values in young adults.

RATIONALE OF THE STUDY

Values play an important role which reflects how well an individual might adapt to his/her job requirements in the organization. An individual joining an organization will be affected by their work values and will use these values to guide how they should function (Ho, 2006). Work values are one of the subsets of overall human values (Liu & Lei, 2012). The impact of work values on work-related attitudes has become an interesting topic among researchers (Ho, 2006). The study will be examining the relationship between work values and career adaptability i.e., how these values help students to cope up in their career and the roles associated with it.

RESEARCH DESIGN

- Quantitative
- Offline

DESCRIPTION OF THE TEST

Personal Value Questionnaire - The current study employs Sherry and Verma's Personal Value Questionnaire, which comprises 40 questions assessing 10 values related to human behavior. These values include religious, social, democratic, aesthetic, economic, knowledge, hedonistic, power, family prestige, and health values. The scale's reliability coefficient falls between 0.57 and 0.70, with a validity of 0.64. Each question is scored on a scale of 1 to 3, with a maximum total score of 120.

Career Adapt-Abilities Scale - The CAAS-5 - the Career Adapt-Ability Scale – is made up from 30 items, six each representing one of the five dimensions that make up a Career Adapt-Ability. The five sub-scales: empathy, agency, independence, connectedness, and collaboration. All items are phrased affirmatively. Reactions specifying subject matter clearly indicate the specific areas of concern. Ranking skills on a 5-point scale from 1 (very weak) to 5 (strongest). Responses are so that it is possible to carry out subtotals in each of the subscales and in connection with the overall score (the sum of responses given to all test items).

PROCEDURE

The study commenced by briefing the participants on its objectives. Afterward, participants were informed about the potential risks and benefits through an informed consent form. Each participant completed the questionnaires independently, ensuring confidentiality by not disclosing their names. A demographic questionnaire tailored by the lead researcher was also completed by each participant. Additionally, participants received standardized measures of the Personal Value Questionnaire (PVQ) and Career Adapt Abilities Scale (CAAS), with responses manually scored using provided manuals. Participants were encouraged to seek clarification as needed and completed both questionnaires within an average time of 10-15 minutes. The assessments were conducted individually for each participant.

DISCUSSION

Values play a crucial role in guiding decisions, especially in the context of one's career, indicating a strong connection between personal values and professional adaptability. When individuals align their work with their core values, they tend to find greater satisfaction and ease in adapting to changing circumstances. Adaptability, on the other hand, necessitates a mindset of openness to new ideas and changes in the dynamic work environment. Those who struggle with adapting often find it challenging to embrace innovation that does not resonate with their inner beliefs. By understanding and prioritizing what is truly important in life, individuals can navigate career choices more effectively, even in familiar fields where adaptation may be required.

There is no significant correlation between religious values and career adaptability, indicating that religious values do not majorly impact an individual's ability to adapt to their workplace environment. A study by Ryan D. Duff (2010) found a very weak relationship between spirituality and work values.

Social values and career adaptability are distinct concepts. Rigidity in social values, especially if they contradict workplace realities, can hinder smooth transitions. For example, someone who strongly values social equity might find it difficult to work in a hierarchical organization.

Democratic values like fairness and freedom of expression are crucial for a healthy society but do not directly relate to how people handle job transitions. Career adaptability relies more on personal characteristics such as being able to learn new things, being ready for change, and being comfortable with unpredictability. While someone can hold high democratic values and still possess these characteristics, the reverse is not necessarily true. Democratic values and career adaptability are separate entities, but a democratic atmosphere might create conditions that support career adaptability.

At a basic level, individual choices can prioritize careers over aesthetic categories. Although this may lead to the idealization of beauty, it does not always result in workers taking on roles in art or design industries. Those seeking careers in fields where looks are less important can still have opportunities for professional and personal development. Career adaptability and artistic inclinations are separate skills that work together to help individuals develop and explore their careers. If you are artistic and concerned about keeping up with workplace changes, you can always develop your ability to be flexible.

Financial difficulties can significantly hinder how quickly and comfortably someone adapts to job-related changes. When facing financial turmoil, advancing one's career might be the only viable option to make ends

meet. Such situations can put individuals on the spot and make them unprepared for change, even though they acknowledge the dynamic nature of the workplace.

Career adaptability is crucial for navigating the ever-changing job market and achieving long-term career success. It involves the ability to learn, update skills, and respond flexibly to workplace changes and potential role shifts. Adaptability ensures occupational relevance and often requires sacrificing some instant gratification to secure future career goals.

Hedonism, which prioritizes pleasure and immediate satisfaction, can hinder career adaptability if taken to an extreme. However, adaptability doesn't mean abandoning joy in one's work; rather, it allows individuals to find fulfillment despite facing challenges. Adaptability is not a replacement for caring about one's work but a means to maintain joy and satisfaction in the face of change.

The relationship between power values and career adaptability is complex. Research suggests that a strong power identity can sometimes lead to less success in adapting to career changes and challenges, as individuals may be reluctant to learn new skills or adapt to new work environments. However, adaptability can also contribute to empowerment, as it enables individuals to navigate difficulties more easily.

Family prestige values are not strongly connected to career adaptability, as the former focuses on maintaining a public image while the latter is more introspective and centered on personal strengths. In today's job market, inborn traits and capabilities are more valued than family background.

The impact of career choice on health varies depending on the specific job. Some careers, such as nursing or construction, may be physically demanding and pose health risks, while others, like accounting or writing, may lead to stress-related issues. Therefore, the health value associated with a career is highly context-dependent.

In summary, career adaptability is a crucial skill for navigating the modern job market and achieving long-term career success. It involves flexibility, learning, and responsiveness to change, and can contribute to empowerment and job satisfaction. However, adaptability should be balanced with other values and considerations, such as health and personal fulfillment.

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