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## CAREER DEVELOPMENT SKILLS WITH REFERENCE TO SHAKSHI AUTOMATIONS PVT LTD

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### ABSTRACT

- The purpose of this research is to give a brief overview about career development because many organizations and employees find it challenging to develop an effective career development strategy. This research addresses career and career development definitions, career development components, process and strategies. It also addresses the career management model, finalizing with recommendations for organizations and employees and a conclusion<sup>2</sup>

## INTRODUCTION

- Sullivan and Baruch defined “career” as “an individual’s work-related and other relevant experiences, both inside and outside of organizations that form a unique pattern over the individual’s life span” (2009), this definition distinguishes both physical movement as well as the interpretation of individual’s perceptions of the career.
- One definition of career management is that it is the planning of one’s activities and engagements in the job one assumes in the path of his life for better completion, growth and financial stability (Juneja, n.d.). Moreover, Career Development Association of Alberta defined career development as “the lifelong process of managing learning, work, leisure, and transitions in order to move toward a personally determined and evolving preferred future” (2012).

## REVIEW OF LITERATURE

- *A Kumudha and Susan Abraham (2008)*, this study revealed that employees, irrespective of the sector Type, have career satisfaction because of the career management efforts of their organizations. They feel that The programs have both shortterm and long-term benefits. More specifically, programs related to selfdevelopment, information about job openings, opportunities to learn new skills and retirement preparation Programs have contributed to career satisfaction. Managements of banks may devise strategies to involve Employees in self-development so that they take the responsibility for their career growth”.
- *Zulkarnain Amin (2013)*, This further he suggests that a successful family life carries over into one’s Career and makes one more satisfied with personal achievements. The fact that is worthy of conclusion is the Importance of career achievement in quality of work life. In the current context, the emphasis is on income, Position and personal growth and opportunity in career mobility as potential success indicators”.
- *Md. Mobarak Karim et.al (2014)*, he said that. “Every organization depends on their manpower for Success and development. In-fact, if workers or employees work properly, the organization can easily achieve The target. To get the best out of the employees in work, proper attention must be given to enhance their job Satisfaction level. While studying the job satisfaction level of employees of Janata Bank Limited, the finding Is that on average they were satisfied with their jobs. Although some weaknesses exist in contents of Welfare Facilities, other facilities, performance Appraisal system, behavior of boss, Career Development System and Promotion system, the, bank can easily overcome them through improvement measures”

## Career development planning

- On an individual basis, career planning encompasses a process in which the individual is self-aware of their personal needs and desires for fulfillment in their personal life, in conjunction with the career they hold. While every person's experiences are unique, this contributes to the different careers that people will acquire over their lifespan.

### 1. Long-term careers

- Careers that are long-term commitments throughout an individual's life are referred to as 'steady-state careers'. The person will work towards their retirement with specialized skillsets learned throughout their entire life.[1] For example, somebody would be required to complete a steady process of graduating from medical school and then working in the medical profession until they have retired.

A career that requires new initiatives of growth and responsibility upon accepting new roles can be referred to as 'linear careers,' as every unique opportunity entails a more significant impact of responsibility and decisionmaking power on an organizational environment.

### 2. Short-term careers

When individuals take on a short term or temporary work, these are '**transitory careers**' and '**spiral careers**'. **Transitory careers** occur when a person undergoes frequent job changes, in which each task is not similar to the preceding one. For example, a fast-food worker who leaves the food industry after a year to work as an entry-level bookkeeper or an administrative assistant in an office setting is a Transitory Career change.

A spiral career is any series of short term jobs that are non-identical to one another, but still contribute to skill-building of a specific attribute that individuals will accept over their lifetime

## Conclusion

- Career development planning is a process that focuses on matching individuals' interests, strengths, and ambitions with the job. The method includes determining where one is, desired destination, gap analysis, and making the plan. Career development benefits job satisfaction and fulfillment for the individual and more effectiveness for the organization. • This article was written by Nicholas Mushayi a consultant at Industrial Psychology Consultants, a management and human resources consultants company.

## References

- McDonald., and Hite, Kimberly., and Linda (2016). Career development: a human resource development perspective. New York, New York: Oxfordshire, [England]: Routledge. Pp. 40-46. ISBN 9781138786127.

