

Importance of Career Development PDF with its Meaning, and Definition; The process of organizational career development is important for both employees and employers. There may be many unexpected and unwanted changes, as well as results that can change the whole scenario. The concept of career development is a matter of growing concern for organizations; as, it corresponds to the needs of a business with the career goals of the employees. Preparing a career development plan can help employees make their jobs more efficient. In addition, these plans can be beneficial for employees; who want to move forward in a company or look for other jobs in the future. **Do you study to learn: If Yes? Then read the lot. Let's Study Meaning, Definition, and the Importance of Career Development. This Also, read in the Hindi language: [करियर विकास का अर्थ, परिभाषा, और महत्व।](#)**

The concept of career development Discussing the topic: Meaning, Definition, Benefits, Importance, and Stages of Career Development.

Today, challenging organizations have developed new concerns regarding the development of their employee's careers. He emphasized "Career" with consistent induction, training, and development with an accumulation of valuable experiences and qualifications in the labor market.

In such a situation, employees and employers should prepare to maintain the changing environment and work accordingly. To meet existing demands, employees are required to constantly upgrade their skills and competencies; while the organization should prepare with those employees who may be able to handle the pressure and the risk of fall prey to the changed scenario close; can do.

Definition of career development:

Career development defines as an organized, planned endeavor; which involves structured [activities or processes](#), resulting in a mutual career conspiracy effort between the employees and the organization. It is an ongoing process by which individuals progress through a series of steps, each of which characterizes by a relatively unique set of issues, themes, and actions.

They include two sets of activities: [Career Planning](#) and Career Management. Career planning defines the activities undertaken by a person; while being able to establish a realistic career plan to assess the skills and potential of employees with the help of consultants and other individuals,

Some activities help in developing a personal and make career plans. Career management focuses more on what the organization can do to take the necessary steps to achieve that plan and generally to promote employee career development.

Since a large majority of workers turn their careers into medieval life; it becomes clear that career development programs require throughout the life cycle.

Other major reasons for this concern are:

- The growth and productivity of organizations depend on the effectiveness of the employee's performance.
- A change in social values where employees do not work as the most important thing in life; but, choose suitable businesses and careers for individuals.

Although the [business environment](#) is facing negative changes such as economic downsizing and restructuring, resulting in the need for improving productivity as a result of less hierarchical conditions; it is increasing synergy with constantly changing technology.

The organization, therefore, instead of recruiting a new person from the market, prefers to promote its already existing employee in a specific position as it is already aware of [organizational culture](#) and there is no need to train it. For this, there is a need to develop and prepare the employees' carefully planned successor and to fill the top positions in the future.

Purpose and Benefits of Career Development:

Career development is a very important aspect of a person's life. Rewards and benefits are obtained only when a person can develop a career. Career development helps individuals to develop their capabilities and improve their performance. It is a challenge for organizations to respond to the development initiatives that individuals are engaged in and to make career investments to enjoy quicker returns in terms of career growth and progression.

Various benefits of career development are as follows:

Reduces attrition of employees:

A career development program helps to increase the level of satisfaction of the employees and therefore reduces the number of people who intend to leave the organization.

Provides equal opportunity employment:

There is the chance for equal opportunity employment when one considers the career development program since these programs identify each person for the merits. Highly effective people and the results that are shown by the individual are taken as a criterion for their development and not other criteria; which therefore demonstrate equal opportunity.

Improves the use of the employees:

Career development enables employees to learn better aspects of their work and improve their capabilities. It also helps them to manage their time efficiently and ensure that the use of employees increases over time.

Improves the quality of the work-life of employees:

Career Development helps employees learn better methods of working, work ethics, and other important aspects of work.

Improves the organization itself:

Through a career development program, employees have increased knowledge of the various activities of the firm. Therefore the sharing of knowledge and work ethics tends to make the organization improve.

Increases the skill of the employees:

An employee's skill improves if he/she goes through a career development program. These programs aim at increasing various facets of a worker's life which makes the latter perform better at work.

Importance of Career Development:

Understanding the importance of career development is very necessary for both parties. Business Environment Factors that can Bring Undesired Changes;

Cost Reduction Strategies of the Organization:

Cost-reduction strategies of the organizations are again very dangerous for those individuals; who are not prepared to move on to the next level. If organizations have to cut down their operating costs; the employment of those individuals is at stake; who are not employable or who have not performed up to the mark in the past. Employees continuously need to upgrade themselves and show their talent to remain in the organization for a long.

Economic Downsizing:

The biggest of all the [factors that have badly affected](#) the careers of millions of individuals is economic downsizing. The jobs are cut from the organizations and the fittest of all employees survive. If employees continuously [learn new and better skills](#), chances are that economic conditions won't hurt them that badly as compared to other individuals.

IT Innovations:

Continuous changes and up-gradation in technology are also some of the major factors that bring change. Some individuals can keep pace with the changing technology and are always ready to learn and adopt new IT applications; while some show immense resistance which is not acceptable to the organizations. Employees need to keep themselves updated and show the willingness to accept changes as and when they occur and mold themselves accordingly.

De-layering:

De-layering means reclassification of jobs. This is an [organizational change](#) initiative where a company decides to reclassify the jobs more broadly. However, old reporting lines do exist to maintain managerial control but some jobs may be removed or cut down during the process. Again, those individuals have to leave the organization; who are not competent enough to be shifted to another job with a different nature.

The business changes affect both organizations and employees. The need is to understand them and find a way to cope with them effectively.

Stages of Career Development:

The career stage approach is one way to look at career development. One way to characterize a person's life or career is by identifying common experiences, challenges, or tasks most people go through as their life or career progress. As argued by psychologists like Freud and others, human nature such as personality, intelligence, and morality develop in a predictable common sequence closely tied to a person's age.

People grow through specific stages separated by transition periods. At each stage, a new and crucial activity and psychological adjustment may be completed. In this way, career stages can be and usually are based on chronological age. Careers also develop in stages. Again, unfolding career development with life stages reveals the commonalities of difficulties for all people when they experience difficulties in adjusting their first position, or face a mid-career crisis.

It also helps in understanding why both individuals and organizations predict likely crises and challenges and therefore plan ways to resolve or minimize them. As individuals have different career development needs at different stages in their careers; when an organization recruits an employee in any of the grades of its cadre for a fairly long tenure; the employer must take interest in and take constructive steps for building up the employee's career from that point of time.

Stage views of career development have their limitations. It applies to a typical individual. Since all individuals are unique, they may not have the same experiences. Therefore, career development stages differ from individual to individual due to the obvious difference in the perceived internal career.

However, keeping because of general requirements of people's career development may group under the following four categories.

Exploration:

At this stage, induction training in the form of organizational work familiarization programs, technical or professional training, or on-the-job training at the institutions are imparted to the employees. Unfortunately, many organizations experience a high level of turnover at this trial and exploration stage.

Employees in this stage need opportunities for self-exploration and experiment with a variety of job activities or assignments. This stage starts when a new employee joins an organization. This career exploration stage best describe as the “information gathering” phase. This is a kind of ‘budding’ stage for a new employee and considers as the formative phase of his/her career.

Therefore, an organization needs to sustain the behavioral as well as operational deficiencies of the new hire to help him to develop over time. The organization’s responsibility at this stage is to ensure that, the employee’s concerns take care of. He/she is helped out to settle down and establish himself/herself.

Establishment:

This stage desires the employees to take the opportunities of higher responsibility and more challenging jobs for better use of special competencies. The employees strive hard for creativity and innovation by taking challenging job assignments. Organizations, at this stage, need to provide the required degree of autonomy to the employees; so that they can experience feelings of individual achievement and personal success.

During this period, employees must Oriente in a manner that will create maximum learning opportunities and a favorable attitude towards the organization. It should also ensure that the assignments assigned to them are optimally challenging with a genuine test of their abilities and skill.

The next phase is the establishment and the developmental stage. It also knows as the blooming’ stage or advancement stage. This involves growing and getting established in one’s career. In this stage, the individual is concerned with achievement, performance, and advancement.

More things...

This stage mark by high employee productivity and career growth, as the individual, motivates to proceed and succeed in the organization in his or her chosen occupation. Suitable training and developmental opportunities could provide to ensure an adequate and proper transition from technical work to management work particularly for those who possess all the management talent and want to occupy managerial positions.

Usually, Management Development programs organize at this level to help those kinds of people. Some area-specialization input also imparts to enable them to update their specialist skills. Therefore, **a successful career development process is important at the establishment stage**; to retain more employees in the organization and to develop a sense of loyalty and commitment.

Maintenance:

This stage also views as a mid-career plateau in which very little new ground broke. This otherwise knows as the mid-career crisis. People at this stage, often make a major

reassessment of their progress relative to their original career ambitions and goals. The individuals at this stage help out and provide some technical training to update; their skill sets in their respective fields.

This is a mid-career stage for those employees, who strive hard to retain their established name and fame. The mid-career stage generally typifies and characterized by a sort of continuation of established patterns of work behavior. At this stage, the person seeks to maintain his or her established position in the organization.

At this stage people are on a super time scale, holding senior management positions, involving high-level policy and programming assignments. The organization, at this stage, must help people to flourish to the maximum extent possible by providing them with a wider range of responsibilities and broader opportunities for better performance and to adjust with their changing role as their career shifts from the specialized to the generalized advisory role.

More things...

To avoid early stagnation and decline, the employees are encouraged to develop and learn new job skills by renewing and updating their knowledge in the context of the changing environment. Only the stable and matured executives/managers from this point can progress and reach the higher career stage which knows as the "full bloom" stage.

This career stage also reflects a kind of spiritual attitude, dedicated to public service and a stronger inner urge to work for a larger cause than oneself. In this top-level stage of the policy-planning-advisory area, the organization must see that people's career interests caterer for and self-actualization facilities provide.

That encourages the employees to devote their full time, attention, energy to the organization. In this part of the career developmental strategy then Oriente towards policy making, program planning, and review, and problem-solving. For this, the focus should on advanced study and education for the enhancement of professionalized efficiency and total preparation for leadership.

The decline is the Last stage:

Retirement ritual management without destroying the employee's sense of self-worth is the primary concern of the **career development process** at this stage. The retired employees can also provide new part-time roles both within and [outside the parent organization](#) so that people can use their knowledge, experience, and wisdom for the cause of society. This stage characterizes by lessening career importance and the employee's plan for retirement and seek to develop a sense of identity outside the work environment.

Employees at this stage get scared of the possible threat of reduced roles and responsibilities in the organization. Therefore, career development at this stage aims at helping the employees to get mentally prepared for retirement and to accept the reduced role and responsibilities so that

they can accommodate themselves in their family and society after retirement. **This Also, read in the Hindi language:** [करियर विकास का अर्थ, परिभाषा, और महत्व।](#)



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