



SNS COLLEGE OF ENGINEERING

Kurumbapalayam (Po), Coimbatore - 641 107

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DEPARTMENT OF MANAGEMENT STUDIES

COURSE NAME : 19BA314- HUMAN RESOURCE PLANNING

II YEAR /IV SEMESTER

Unit : 2 Organization Work Force

Career Management



Career Management

Career management is an ongoing, conscious & step-by-step process of an individual to manage their career to meet their personal goals, aspirations and ambitions. Career management is when an individual plans in advance how they want their career to shape up in future.



Importance of Career Management

1. Every individual at the start of their job or business has career aspirations.
2. These aspirations are on the type of industry, job role, preferred area of expertise, salary, perks, stability etc
3. Every person who starts their career, start at the bottom of the hierarchy and gradually move up the ranks by virtue of their education, performance, skills etc.
4. To ensure that an individual performs well in their career there is a lot of planning required.
5. Career management is an important aspect for the personal growth for every professional.
6. Career management is essential to prepare short, medium and long term goals for oneself and develop their skills, knowledge and business acumen so that they can work towards their ultimate career aspirations at all career stages.



Objectives of Career Management

1. Growth

Every person wants to manage their career because they want personal growth for themselves. Career management helps a person define their personal growth goals and ambitions.

2. Aspirations

Career management helps people understand where they want to be in their career in 5, 10 and 20 years. Different people can have different aspirations based on what they expect from their career. A person with certain qualifications may look for sales role in future but at the same time a person with same qualifications may look at management or consulting as future role for oneself.

3. Skill Development

If a person has certain career goals and aspirations in place, they can develop their skills and competencies accordingly.



4. Ambition

Having a short, medium and long term plan enables a person to evaluate the wealth one wants to have in their life. Wealth can include house, car, savings, investments etc. and how their job and career can help fulfil those goals.



Factors in Career Management

1. Market Trends

An individual can use market trends in managing once career. Growing industry and current market trends can help achieve a person his or her goals and aspirations in different ways as there may be more opportunities.

2. Individual Situation

For some individuals, career path can be totally different from other people in similar roles with same qualifications. Some people may need to get experience from the job and some may see benefits like compensation and relevant skills

3. Motivation

Each individual is different in terms of self motivation. Based on the the motivation and aspiration, a person may manage one's career differently

4. Evaluation

Constant evaluation is very important. If the current career path is not going according one's ambition or plan after evaluation, changes can be done through upskilling or changing roles.





The Career Management Model consists of five steps:

Assessment: Clarify and understand your interests, skills, values, and personality.

Research: Explore career or job opportunities that interest you.

Make decisions and set goals: Evaluate the pros and cons of feasible options and create goals and timelines.

Take action: Write or update your résumé, interview, evaluate or accept a job offer, or begin work or study toward a long-term career goal.

Readjust or new transition: Assess and regroup, or begin anew.



RECAP

QUESTIONS???

THANK YOU

