



SNS COLLEGE OF ENGINEERING

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DEPARTMENT OF MANAGEMENT STUDIES

COURSE NAME : 19BA315 STRATEGIC HUMAN RESOURCE MANAGEMENT

II YEAR /III SEMESTER

Unit IV - COMPETENCY DEVELOPMENT & CAREER

Topic 2 - Career Development Models



CAREER DEVELOPMENT

DEFINITION

Career development is total constellation of economic, sociological, psychological, educational, physical and chance factors that combine to shape one career.



OBJECTIVES

- ◀ To formulate intervention strategies that help in developing, involving, rewarding and retaining skilled employees.
- ◀ To analyze and implement suitable career counseling models in the organisation
- ◀ To identify how the assessment procedures are applied during career development intervention
- ◀ To identify how technology is used during career development intervention
- ◀ To plan, design and implement career development programmes that are applicable throughout the career.
- ◀ To search, understand assess and circulate information pertaining to education and career among the employees which are in congruence with organisational needs.



CONTD....

- ▶ To achieve excellence through procurement of relevant skills, capabilities and information.
- ▶ To create and develop a group of skilled employees who can implement the organization's business strategies efficiently.
- ▶ To enable development and succession planning so that growth of organisation can be ensured in the long run.
- ▶ To improve the employees and organisation by assessing career development programme and utilizing the result effectively.



STAGES OF CAREER DEVELOPMENT

- ◀ Self assessment
- ◀ Goal setting
- ◀ Formulate a plan of action



CAREER DEVELOPMENT MODELS

- ◀ Life span model
- ◀ Individual differences model
- ◀ Directional pattern model
- ◀ Organisation based model



LIFE SPAN MODEL

- ◀ Developmental model of Miller and form
 - ◀ Viewed careers as a series of social adjustment the culture imposes on the workers.
 - ◀ Preparatory work period
 - ◀ Initial period
 - ◀ Trial period
 - ◀ Stable work period
 - ◀ Retirement period



SUPER'S MODEL

- ▶ Growth stage, extending from conception approximately age 14.
- ▶ Exploratory stage, ordinarily including the period from age 15-25
- ▶ Establishment stage, spanning the years from 25 to about 45
- ▶ Maintenance stage, stretching from 45 to retirement
- ▶ Decline stage including the years from retirement to death.



INDIVIDUAL'S DIFFERENCES MODEL

- ◀ A model of organisation looking at the intersection between individual needs and organisational demands by studying the socialization process and the formation of psychological contract.



ORGANISATION BASED MODEL

- ◀ Becker and Strauss's model
- ◀ Dilland Reitmen's Model
 - ◀ Decision Maker
 - ◀ Organisational Environment
 - ◀ Individual's interpretation ability

Schein Model

- ◀ Vertical
- ◀ Radial
- ◀ circumstance



CAREER DEVELOPMENT SYSTEM

- ◀ Need for career development
- ◀ Create a pool of standards
- ◀ Talent retention
- ◀ Enhances employee aspirations
- ◀ Work life balance
- ◀ Meets legislative criteria
- ◀ Enhances organisational competitiveness
- ◀ Establishes goal congruence



COMPONENTS OF CAREER DEVELOPMENT SYSTEM

- ◀ Self assessment tools
- ◀ Career planning workshops
- ◀ Individual counseling
- ◀ Organisational assessment programme
- ◀ Developmental programme



DESIGNING CAREER DEVELOPMENT SYSTEM

- ◀ Integrate individual developmental development planning with organisational strategic planning'
- ◀ Strengthen the linkages between career development and other HRM systems
- ◀ Move career development systems toward greater openness
- ◀ Enhance the role of managers in career development through both skill building and accountability
- ◀ Develop and expand peer learning and other team based developmental approaches
- ◀ Stress on the job development, de-emphasize traditional programmes that are isolated, one-shot events



CONTD...

- ▶ Emphasize enrichment and lateral movement
- ▶ Identify and develop transferable competencies.
- ▶ Include values and lifestyle assessments in career development activities
- ▶ Implement a variety of career development approaches to accommodate different learning styles and the needs of the diverse workforce.
- ▶ Tie career development directly to organisational quality initiatives
- ▶ Expand career development directly to organisational quality initiatives
- ▶ Expand career development measurement and evaluation
- ▶ Continue to study best practices and organisational career development in a global context.



BENEFITS

- ▶ Organisation
- ▶ Employees
- ▶ Supervisors/Managers



RECAP

QUESTIONS???

THANK YOU