

CHALLENGES FACED BY AN INDIVIDUAL IN CHOICE OF CAREER AND IN THE PHASE OF CAREER DEVELOPMENT

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ABSTRACT

Career plays a prominent role in every individual's professional and personal life. Choosing the right career will help a person have a satisfied life. But, in our country most of the time choice of career is either due to family pressure or peer pressure. Only when an individual makes his or her own choice in taking up a career will be able to achieve the career goals. Exploring on career and career opportunities before making a choice will enable an individual pick the right path. Placed on the right job will cater the needs of the organization as well as the employee and enable them to achieve the career goals. After attaining the career goals an individual starts to progress towards the career development, which is the most important stage in a person's career. career development gives the fullest form of satisfaction to an employee. This paper emphasis on the stages of career, importance and factors influencing career development. Future trends and implications in career development.

Keywords: Career, Career Development, Individual, Organization, Employee.

Introduction

Career plays a prominent role in every individual's professional and personal life. Career determines a person and his family's wellbeing. Choosing the right career will help an individual obtain a satisfied life. But, in our country most of the time choice of career is made either due to family pressure or peer pressure. Right from the kindergarten the choosing a particular career is being infused in the thoughts of a child by parents and family members. Unfulfilled desires of the parents and family members are being enforced on the children indirectly and later into action. Parents often reject the desire of the children which leads the individual to pick an undesirable job.

Letting an individual make his or her own choice in taking up a career will be able to achieve the career goals and satisfaction. Freedom in choosing a career will enable an employee to move forward in the career development path. Exploring on career and career opportunities before making a choice will enable an individual pick the right path. Placed on the right job will cater the needs of the organization as well as the employee and enable them to achieve the career goals.

When an employee is satisfied with his or her job it benefits both employee's growth and organizational growth. After attaining the career goals an individual starts to progress towards the career development, which is the most important stage in a person's career. career development gives the fullest form of satisfaction to an employee. This paper emphasis on the stages of career, importance and factors influencing career development. Future trends and implications in career development.

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Importance of Career

Career plays a vital role in individual's life, indulging personal fulfilment, financial sustainability, social status and well-being in the community that he or she lives in. The following aspects explain the areas where importance of career is emphasised.

- **Personal Containment:** Containment in career provides individuals with a sense of purpose, achievement, and satisfaction. It enables an individual to employ their skills, talents, and interest to pursue and achieve their values and goals.
- **Financial Sustainability:** Every individual's goal is to have a secured finance to lead a stable life. A successful career enables an individual to have financial stability to support themselves and their families, render a comfortable lifestyle, and secure for the future.
- **Professional Advancement:** A successful career provides opportunities for constant growth, learning new skill and development in the path of career. It enables an individual to widen their knowledge, competence, and experience, improving their career prospects.
- **Social Recognition:** A productive career can promote an individual's social status and esteem among the society and professional arena. Professional success leads a person to hoard respect, admiration, and honour among peers, and community at large.
- **Networking opportunities and social connections:** Career furnish opportunities to construct professional networks, initiate meaningful relationships, and connect with in accord individuals. These associations can booster up mentorship, and widen opportunities for alliance and expansion.

Career Development Stages

There are 7 stages in an individual's career. Each may vary according to individuals professional and personal goals. The following are some of common stages in career and career development.

- **Exploration Stage**

This is the initial stage in career, an individual is given guidance about the choice of career during adolescence and early adulthood by parents, family members and teachers. At the end of degree completion an individual tends to explore their interest, potential and choose accordingly. At this stage some individuals take up part-time jobs and internships to explore more about choosing their preferred career. Mentors and career counsellors encourage an individual to attend interviews and to choose their preference.

- **Establishment Stage**

This is the next stage where an individual establishes him/herself in their career path. At this stage an individual concentrate in focusing on the chosen career and tries to establish their stand exhibiting their talents and skills. Gaining experience and building professional networks are the prominent areas where an individual centralizes.

- **Advancement Stage**

Once gaining experience in particular job an individual starts to progress and elevate towards advancement and take up specialized roles. An individual is given opportunities to be promoted and also take up leadership roles where they are involved in decision making as well.

- **Plateau Stage**

This is the stage where an individual reaches the highest point in the career and also tends to become stagnant. Reaching the heights, one becomes satisfied and become less motivated to think what next. Though they are less motivated at this stage some choose to motivate others sharing their experiences to boost up themselves as well as others to move forward.

- **Late-Career Stage**

Most of the individuals are only visible in this stage, as during their career period they run towards their career advancement. As they approach retirement they step into late career stage where they focus on mentoring young students, transferring knowledge and motivating youngster in their career path. This enable them to still have a career at their retirement stage.

The above stated stages take an individual through a different phase of life to establish a successful career and career advancement.

Challenges Faced in Career and Career Development

Choosing a career and steering career development can be strenuous for individuals considering various factors. Following are some of the common challenges faced by an individual in choosing a career and in path of career advancement.

- **Self-awareness:** Self awareness is one the most important challenges that an individual face as many fails to analyse their own strength and weakness. Most of the time an individual pick a job just to fulfils their financial needs without having proper analyzation of self, and they tend to lose the job. Only when an individual has clear understanding of self, he/she will be able to pick the right career path. Analysing strength and weakness enablean individual to sustain in their career and move towards advancement.
- **Limited Information:** Often individuals pick a career out of parent's compulsion and family compulsion, due to this they forget to look out for the wide available options. In recent scenario there are lots of new career options available for young graduates but the individuals fail to look out for options due to limited knowledge and information.
- **External Pressure:** Individual go through a lot of internal and external pressure during the choice of career. Due to such pressure from family members and society individuals tend to choose the career which they are not really interested. This in later stage of career becomes a big barricade in their career advancement.
- **Changing Job Market:**After global warming there is a rapid change in the job market. The job nature has become floating as employees are being scattered by the employers. There are very few employees who remain long period in a job. Due
- **Work-Life Balance:** Considering personal priorities, it can be challenging for an individual to balance between family, personal interest and career goals. An individual has to balance between their personal and professional life to become successful in his or her career.
- **Workplace Dynamics:** Discriminations faced in the work environment, toxic colleagues, lack of advancement opportunities, oppression from the authorities and management is a big barricade for an individual's career development.

Conclusion

Comprehensively a satisfying career is important for an individual's welfare, self-development, and social progress. It serves as a foundation of a content life, allowing individuals to analyse their potential, to follow their passions, and construct a positive impact around them. At time the challenges faced in choice of carrier and in path of carrier advancement can be challenging for an individual. It is essential for an individual to address the challenges. Most of the time it requires self-analysation, seeking guidance from councillors and mentors, Constant learning, and adaptability to change for an individual to face challenges. Along side creating a strong network and staying flexible to face the setbacks can help an individual to bounce back and attain their career goals.

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