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Career Planning

Abstract

Career planning initiatives among university and college students stand as pivotal mechanisms for equipping individuals with the essential skills and direction needed to navigate their professional journeys. This study explores career planning and the importance of studying it in higher education for students. The research delves into the positive impacts, such as enhanced decision-making skills, increased career clarity, job satisfaction, academic performance improvement, and a culture of professional growth and adaptability. Career planning refers to the process in which an individual establishes career development goals, chooses a career, formulates corresponding education, training, and work plans, and takes necessary actions to achieve career goals while taking into account personal qualities and the external environment.

Keywords: *carrier planning, career goals, Self-awareness, CV, achievement*

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Karyera planlaması

Xülasə

Universitet və kollec tələbələri arasında karyera planlaşdırma təşəbbüsləri fərdləri peşəkar səyahətlərini idarə etmək üçün lazım olan əsas bacarıq və istiqamətlərlə təchiz etmək üçün əsas mexanizmlər kimi dayanır. Bu tədqiqat karyera planlamasını və tələbələr üçün ali təhsildə onun öyrənilməsinin vacibliyini araşdırır. Tədqiqat təkmilləşdirilmiş qərar qəbuletmə bacarıqları, işdən məmnunluq, akademik performansın yüksəldilməsi, peşəkar inkişaf və uyğunlaşma mədəniyyəti kimi müsbət təsirləri araşdırır. Karyera planlaması fərdin şəxsi keyfiyyətləri və xarici mühiti nəzərə almaqla karyera inkişaf məqsədlərini müəyyən etməsi, karyera seçməsi, müvafiq təhsil, təlim və iş planlarını tərtib etməsi, karyera məqsədlərinə çatmaq üçün lazımı tədbirlər görməsi prosesidir.

Açar sözlər: *karyera planlaması, karyera hədəfləri, özünü tanıma, CV, nailiyyət*

Introduction

A career plan is a practical strategy that allows you to determine your skills and interests, set career goals, and put actions in place that will help you reach them. It's a continuous process, and it includes an overview of your current skills and experience and your career goals. According to Schermerborn, Hunt, and Osborn, "Career planning is a process of systematically matching career goals and individual capabilities with opportunities for their fulfilment" (Akgemişli, Şərif və Çelik, 2004).

The main goals of teaching the subject "Career planning" in higher education institutions are to provide students with self-assessment by identifying their unique interests, abilities, values, strengths, weaknesses and corresponding needs. At the same time, it helps students develop and demonstrate effective letter and oral communication skills, increase students' ability to identify fields that match their interests, abilities, values, strengths, and weaknesses, help them critically examine various career fields, and identify steps in the career search process.

Research

Main body – In addition, teaching specific ways to research career options and prepare a list of possible career options, create a resume that represents their skills, abilities, and experiences, transfer skills and knowledge that will modify, edit, and improve it, cross-cultural work styles, and work ethics is to teach to identify the differences.

What is a career – A career is the sum of all the things done to reach a certain point in working life. All the work done means all the activities starting from choosing a higher qualification and ending the working life. Of course, the energy spent in such a long time needs to be directed in a certain way in order to give better results. Career is a set of tasks that an employee can follow during his career. In the traditional method, the concept of career is valid only for professional employees and management, but in modern times it is considered as a key factor for all employees. Thus, in the traditional method, the concept of career included only the promotion of high-ranking officials to new positions, assignments in projects, and similar changes (Rzayev, 2014). In modern times, enterprises are motivating their employees in this direction by focusing on the concept of professional career. Here the main responsibility falls on the organization, but the employees also have special responsibilities in the formation and development of their careers. Career – It will appear before us as a ladder at every stage of our career. Career planning should be done by everyone who wants to achieve certain success in business life. It should not be forgotten that time, work and planning are the main conditions for a good career. Career planning is an issue that every working individual should think about from time to time. Sometimes this is due to the need to choose or change a field of work, and sometimes it is due to the need to plan what is necessary to advance in the career. The goal here is to develop yourself and build your future by adapting to changing conditions without depending on others (Manovich, 2002).

Career planning is an individualized process that should be tailored to people's abilities, goals and interests. In some special education units, specialist tutors can provide individual career planning support. In addition, it is possible to get support in this regard from private institutions and organizations that provide education and career advice.

If we collect the tasks to be done for career planning under three main headings, we can call them knowing yourself, knowing the labor market and preparing an action plan.

Self-awareness – to know your beliefs, values, skills and expectations from your work life is especially important in business decisions. Unfortunately, sometimes it takes a long time for individuals to recognize themselves while they are being raised. Sometimes life-important decisions are made by others or are interfered with from outside. When the individual realizes that these decisions are not correct, it causes a huge waste of time in his life.

Analyzing the labor market – In order to study the labor market, you need to pay attention to many nuances. Getting to know new or unknown job fields is very important for every job seeker. All work areas related to the specialization should be studied in depth, the prospects of these work areas and labor evaluation. The career planning process should be carefully planned according to certain basic steps. In this process, in addition to the following basic steps, additional steps according to the specific situation of the person should be carefully performed.

Enhancing employability – Career planning education can help college students clarify their career development direction and their career goals, motivating them to achieve those goals. By employing scientific methods and practical steps, students consciously enhance professionalism, exercise professional abilities, and participate in targeted learning, training, and social practice activities.

This approach builds a robust foundation for future career development, contributing to continuous improvement in overall quality and competitiveness (Kızılioğlu, 2012). Motivating students to achieve their goals. Career planning education can help college students clarify the value and meaning of life, establish correct career values, and establish suitable career goals. Once they have established their career goals, they would be motivated to pursue achievements and self-realization. This motivation fosters determination, self-confidence, courage, and strength, empowering students to overcome obstacles and difficulties in their pursuit of success.

What Makes Career Planning a Success?

What is most needed to make career planning a reality and success is a strong and inflicting conviction of the top management in career planning and their ability to permeate their enthusiasm down below. The path may be tiring, but once determined steps have been taken, the success will be seen lying ahead making the management effective and its human resources most productive, benefiting all in the organisation. Some of the other factors and measures which can contribute towards the success of career planning are: Business Enterprise should be expanding if career planning is to be feasible, as in such organisations long-term projection of the requirements of the technical, managerial and personnel can be made, and it can provide ample opportunities for vertical mobility or promotion. An organisation must have clear corporate goals for the ensuing five, ten and fifteen years, and on the basis of its corporate plans it should conduct analysis periodically; to determine the types of changes, its functions, activities, procedures, technology and materials (Benligiray, 2006). If this is not done, an organisation cannot develop the Interested, goal-directed, motivated and hard working employees are essential for making a career planning programme effective. An organisation can create an environment and show genuine concern for the development of the employees, but the employees must be willing to make use of the resources and opportunities available. There are instances when employees are not interested either in further developing themselves or in making use of the training and developing facilities provided by the organisation. As they are contented with what they are, the question of planning their career further does not arise. Selection of right person for the right job is an essential pre-requisite for career planning. The right person should not only be qualified and have necessary experience for the job applied for, but he or she should also have enough potential and urge to develop and grow further in the organisation. Maintenance of proper age balance in career planning is also necessary to avoid rapid promotions and promotion blocks caused by an age structure which is over balanced either on the side of age or that of the youth. Such blocks will not only create problems and difficulties for the smooth working of career plans, but may also affect the growth and effective functioning of the organisation. The latter must have both the process of continuity and renewal in the management function and personnel (Aytaç, 2009). Career planning work can be made effective by harmonising the needs of the organisational growth with the normal growth and aspiration of individual employees. Management of career stress: Many employees experience stress at work which is as damaging to an individual's career as it is to an organisation. Such a stress may manifest itself in the form of apathy, withdrawal, dissatisfaction, absenteeism, increased accident proneness, hypertension and heart disease. This tension is generally caused either by blockage of career or lack of control when one feels that he or she is on the way out, either because of impending retirement, or because one is out-paced by younger employees. The management can help the employee to get over this stress either by offering career stress management programmes for getting back in control, and clarifying uncertainties. The management can also help him or her by increasing the level of participation in decisions that clearly affect how and when one does his or her job, or by making him or her aware to what other jobs one can switch over, and how gainfully one can keep oneself occupied after retirement (Yerlikaya, Kanishli, & Bozdoghan, 2020).

Individual Responsibility on Career Planning

According to the theory and practice of management, the career planning process focuses particularly on individual skills, abilities, needs or aspirations. Given all this, the individual will create a basic information necessary to ensure preparedness for a possible promotion. Individual career planning (Zlate, 2004) can be defined as all actions of self assessment, exploration of opportunities, establishing goals etc., designed to help the individual to make informed choices and changes about career. It is a complex action that requires systematic and careful thinking in formulating short and long term objectives (Kızılioğlu, 2012). Career planning is based, therefore, on the evaluation of individual skills, interests and motivation, on the analysis of organizational opportunities, setting goals for their careers and develop a strategy to achieve those goals. Individual career planning (Zlate, 2004) can browse through five steps: 1. Self assessment is the collection of information about yourself (values, interests, skills), continuous assessment and

reporting to others. 2. Exploring opportunities involves gathering information about existing opportunities within but also outside organizations (training and other development methods). 3. Making decisions and setting goals on short and long term for training requirements, change of job / department etc. 4. Planning consists of determining ways and means of achieving goals, ordering their actions to achieve them, considering its consequences, setting deadlines and resource requirements. 5. Pursuit of achievement goals, action by the individual accounts for his successes and failures and make decisions to retain or change career course. Individual perspective on career (Chartered Institute of Personnel and Development – CIPD, 2005) is determined by the status of the individual professional and personal life, age, family circumstances, financial expectations, desired lifestyle, etc. Some individuals are hoping to be promoted to a senior position within an organization, others want to take a new job in another organization, accepting new and different responsibilities by investing in developing new skills and acquiring new abilities, reducing or increasing the number of work hours, or looking for jobs with a flexible working schedule (Yiu, 2022).

Conclusion

According to the article career planning initiatives among university and college students stand as pivotal mechanisms for equipping individuals with the essential skills and direction needed to navigate their professional journeys. Everyone who wishes to succeed in the corporate world should plan their career. It should not be forgotten that time, work and planning are the main conditions for a good career. Planning one's career is something that every working person should occasionally consider. This can be caused by the necessity to decide on a new job path or by having to plan the steps required to advance in one's current field of employment. By becoming independent of others and learning to adapt to changing circumstances, the objective here is to grow as a person and create your future. Career planning is based, therefore, on the evaluation of individual skills, interests and motivation, on the analysis of organizational opportunities, setting goals for their careers and develop a strategy to achieve those goals.

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