

# An Analytical Study of Career Development and its Impact on Family Development

Dr. Gaurav Sankalp<sup>[1]</sup>

## ABSTRACT

*People are social animals, lives in society and are influenced by it. The environment in which they take birth, they groom and learn. all this plays a vital role in developing an individual. Family for an individual is the platform on which she/he first learns the deeds of behavior, morale , values etc. This results in the other half of the persons life. To assess that whether his family is asset or liability for him- a family having good environment, independence to children and other members, quick decision making process, stability of both economic and behavior aspect adds strength to an individual and becomes asset for them. While the vice-versa enforces an individual to think the other way (liability). Thus this is very critical issue to analyse and the primary target of this paper is to reveal the various factors which had a impact on career development and also to analyze these factors in the success of an individual.*

**Key Words:** Career development, Semantic differential scale, Exploratory and Descriptive,

## INTRODUCTION

An individual always try to get early promotion. Everyone wants to have a proper career growth.

The dictionary meaning of the term career is 'advancement in life specially advancement in profession'. However in common parlance career has a number of meanings; it can mean advancement (he is moving up in his career), a profession (he has chosen career in medicine), or stability over time (military career). \*

However, from the point of view of career development, Greenhaus has defined career as 'The pattern of work related experience that span the course of a person's life.' \*\*

Career development always brings new ideas, innovations and enhanced skills in an organization. This helps in enhancing motivational level of employee. An employee who gets promotion at right time is always a satisfied employee. This manages them to work hard and achieve higher goals.

People are social animals, lives in society and are influenced by it. The environment in which they take birth, they groom and learn. All this plays a vital role in developing an individual. Family for an individual is the platform on which she/he first learns the deeds of behavior, morale , values etc. This results in the other half of the person's life. To assess that whether his family is asset or liability for him- a family having good environment, independence to children and other members, quick decision making process, stability of both economic and behavior aspect adds strength to an individual as becomes asset for them. While the vice-versa enforces an individual to think the other way (liability).

## OBJECTIVE

The primary target is to reveal the various factors which had an impact on career development and analyze these factors in the success of an individual.

## MATERIAL AND METHODS

The present work is exploratory and descriptive research based on the primary data. A survey is conducted using questionnaire containing 16 questions related to the study. The sample unit consists of people who are working at the prime position in the organization both public and private firms. Convenient sampling technique is used for collection of the primary data. Sample size is 60 and the tool applied for analysis is the semantic differential scale, the area of the study is limited to the state of Uttar Pradesh in India.

## SEMANTIC DIFFERENTIAL SCALE

Semantic differential scale refers to any collection of rating scales anchored by bi-polar adjectives. It is a very flexible approach for obtaining measures of attitudes. The scale used for study is seven point rating scale for each attribute. The extreme points represent bipolar adjective with the central category representing neutral.

The attribute taken to test on semantic differential scale are

- i) Understanding with the family member
- ii) Relationship of the family with society.
- iii) Contribution of the family in career development
- iv) Feeling of an individual when they are in with their family.
- v) Level of satisfaction.

## ASSUMPTIONS

There are three assumptions consider for the study.

<sup>[1]</sup>Assistant Professor, Uttar Pradesh Rajrishi Tandon Open University Allahabad, Uttar Pradesh, India. Email: rajsankalp@rediffmail.com

\*Douglas, T. Hall, Careers in Organization, Santa Monica: Good Year Publishing, 1976.

\*\*Jeffery H. Greenhaus, Career management, New York: Dryden Press, p.6

- = Respondents whose parents are post graduate
- = Respondents whose parents are graduate
- = Respondents whose parents are education up to class

+3	+2	+1	0	-1	-2	-3

high secondary.

For

$$= +3+1+2+1+1= +8$$

$$= +1-1-1+2+1= +2$$

$$= 0+2+1+0-2= +1$$

## DISCUSSION

Following interpretation are drawn from the analysis

- i) People belonging to highly educated family had positive attitude towards career growth.
- ii) People of group (+8) have excellent understanding with family and they feel that their family had contributed in their career development.
- iii) People of group (+2) have very good feeling with their family, while relationship of their family with society and contribution towards career development is not good.
- iv) People of group (+1) had good relationship with the society but their level of satisfaction is very less

## CONCLUSION

For class assumptions 1 is positively very high, 2 & 4 are moderate while assumptions 3 & 5 are high. Meaning their understanding with the family member is very high, relationship of the family with society in moderate, contribution of the family in career development is high, feeling of an individual when they are in with their family is moderate while high level of satisfaction.

For the respondents belongs to class assumptions 1&5 are moderate, 4 high and 2&3 are negatively moderate. Meaning Understanding with the family member & Level of satisfaction are moderate.

Relationship of the family with society & contribution of the family in career development is negative and moderate, while feeling of an individual when they are in with their family is positive high.

For respondents of class assumptions 1 & 4 are neutral, 2 is high, 3 is moderate and 5 is highly negative. That is understanding with the family member & Feeling of an individual when they are in with their family are neutral. High relationship of the family with society. Moderate contribution of the family in career development and negative high level of satisfaction.

Family plays a vital role in ones' career development. People belonging to highly educated family have a positive mind frame. Those coming from less educated family feel that sometimes or the other the role of their family is not constructive, this gives them dissatisfaction. This dissatisfaction results in their work, creating stress and drains of both physical and mental energy.

People have no choice in selecting their family environment, but following steps can help them in building a sound environment, which optimize their competent and make them satisfied.

- i) There must be a balance between family and work. Proper work life balance is the need of present managerial functions.
- ii) Stress should not be taken. Inculcating in employee's behavior that it's they who work and not their family will resolve the problem. Behavior modification tools are used if needed.
- iii) Employees should take pride in discussing about their family background.
- iv) Management should take measures in recruiting employees on their potential and not on their family background.
- v) Family should also try to understand and help individuals in his work and support them.

All the above points bring the optimum of employees and makes organization rich with the most valuable asset that is their employees. This is the essence of present global world. Maintaining their human resource in best manner. A proper career development reduces absenteeism, turnover, and organization politics. Organization change can easily be applied by a sound career development process. The organization should take prime concern in this matter and take a edge over their competitors. This is what human resource is all about.

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