

FACULTY OF JURIDICAL SCIENCES

Lecture-31



Career Planning

A career is defined as a sequence of jobs in a person's life. Career planning is defined as the process of extensively planning your career goals, your abilities, and assessing your opportunities. For instance, if your career goal is to become a scientist in NASA you will have to map out a plan to get there. Career planning and development is an important part of growing professionally and in a systematic manner. In other words, it can be said that career planning is the process of determining which professional route is most suited to your personality, interests, and goals. If you currently have a job that you enjoy, you may utilize the career planning process to create short- and long-term objectives for what you want to accomplish in the next five, ten, or twenty years. You might also consider your alternatives and decide to change careers.

Career Development

Career development is an ongoing process. Once you have set certain goals for yourself you can start working on career management. Career development can help you keep track of where you see yourself in your career trajectory in order to achieve growth, sustainability, new skills, constant learning in your career, career planning, and development.

Objectives of Career Planning and Development

The following are the primary goals of career planning and development:

1. Employees' favorable attributes must be identified.
2. To raise awareness of each employee's uniqueness.
3. Recruiting skilled personnel for the company.
4. Employees should be trained in team-building skills.
5. To develop appropriate coping mechanisms for dealing with disputes, emotions, and stress.
6. To respect the feelings of other employees.

Steps Involved In Career Planning

Here are a few steps that can help you in career planning and development that will help you grow in accordance with your interests and ambitions:

1. Conduct a Self-Evaluation.

The first, and sometimes hardest, step in career planning is to make an informed judgment about yourself and your goals. You must examine your personality, strengths, limitations, values, interests, abilities, aptitude, and objectives in order to do so. You can find out by making a self-evaluation list that contains the following questions:

- What are the things that keep me going?
- What are some of my pet peeves?
- What are my strong points?
- What kind of life do I want?
- What type of work-life balance am I looking for?
- Is it better for me to work in an office or outside?
- What are my weak points?
- Do I have the traits of a leader?
- Do I have the ability to be innovative and enterprising?
- Is it possible for me to bear responsibilities?
- Is it possible for me to recover from failures and setbacks?
- Is it possible for me to remain calm and attentive in difficult situations?
- Is it possible for me to relocate for the job?

2. Carry Out Career Research

Conducting career research is the next stage in your career planning and growth. After you've determined your interests, aptitude, and capabilities, look into several sorts of occupations that could be a good fit for you. You may do this by researching the many industries that interest you and compiling a list of the jobs that are available in each. You may then study each job individually to learn about the educational requirements, skills, training, and experience required for that position. You can learn about the work duties, the work environment, and the advancement chances accessible. You may also learn about the compensation levels and benefits of the employment. It can also assist in determining the benefits and drawbacks of that career.

3. Categorize your Career Planning and Development

You need to prioritize your skills, your interests, your flexibility, your challenges, and your expectations from the job. If you can see yourself achieving your long-term career goals in your current job then this is a part of career planning and development. Once you are done sorting out all these things you will be able to manage and analyze your career wisely.