

## Career development models

Career development models in Strategic Human Resource Management (SHRM) provide structured approaches to help employees grow and advance their careers while aligning with the strategic goals of the organization. These models focus on identifying career paths, developing skills, and creating opportunities for professional growth. Here are some widely recognized career development models in SHRM:

### Career Development Models in SHRM

#### 1. Career Stages Model

This model outlines the typical stages an employee goes through in their career, each with distinct characteristics and developmental needs.

- **Exploration Stage:** Early career phase focused on self-discovery and understanding job preferences.
  - **Activities:** Internships, job rotations, mentoring.
  - **Goal:** Identify career interests and build foundational skills.
- **Establishment Stage:** Employees seek to establish their career, gain experience, and achieve job stability.
  - **Activities:** Skill development, taking on challenging projects, networking.
  - **Goal:** Achieve competence and recognition in their field.
- **Mid-Career Stage:** Employees may seek advancement, greater responsibility, or reassessment of career goals.
  - **Activities:** Leadership training, advanced education, career coaching.
  - **Goal:** Achieve career growth and satisfaction, reassess and realign goals.
- **Late Career Stage:** Focus on maintaining status, mentoring others, and planning for retirement.
  - **Activities:** Knowledge transfer, succession planning, retirement planning.
  - **Goal:** Share expertise and plan for a fulfilling transition out of the workforce.

#### 2. Career Anchors Model (Edgar Schein)

This model identifies eight career anchors that represent an individual's values, motives, and needs in their career.

- **Technical/Functional Competence:** Desire to excel in a specific field.
- **Managerial Competence:** Aspiration to manage others and take on leadership roles.
- **Autonomy/Independence:** Preference for work that allows independence and control.
- **Security/Stability:** Need for job security and long-term employment.
- **Entrepreneurial Creativity:** Drive to create new ventures and innovate.
- **Service/Dedication to a Cause:** Commitment to work that aligns with personal values and makes a difference.
- **Pure Challenge:** Enjoyment of overcoming difficult problems and competing.
- **Lifestyle:** Desire for work-life balance and integration of personal values.

### 3. Five-Stage Career Development Model (Greenhaus, Callanan, and Godshalk)

This model emphasizes the dynamic nature of career development through five stages:

- **Growth Stage:** Early years (childhood to adolescence), where individuals form attitudes and beliefs about work.
- **Exploration Stage:** Late teens to mid-20s, focused on exploring different career options and acquiring necessary skills.
- **Establishment Stage:** Mid-20s to mid-40s, aiming to build a stable career and achieve professional goals.
- **Maintenance Stage:** Mid-40s to mid-60s, focused on maintaining status and finding satisfaction in their career.
- **Decline Stage:** Late career, preparing for retirement and gradually reducing work involvement.

### 4. Boundaryless Career Model

This modern approach reflects the shifting nature of careers away from traditional organizational boundaries.

- **Characteristics:** Emphasis on individual career management, flexibility, and mobility across different employers and industries.
- **Activities:** Continuous learning, networking, personal branding, adaptability.
- **Goal:** Achieve career success through varied experiences and opportunities rather than linear progression within a single organization.

### 5. Protean Career Model (Douglas T. Hall)

This model highlights self-direction and personal growth as central to career development.

- **Characteristics:** Career success is defined by individual criteria rather than organizational standards.
- **Activities:** Self-assessment, personal goal setting, lifelong learning, adaptability.
- **Goal:** Achieve psychological success and fulfillment through a career that aligns with personal values and aspirations.

## Conclusion

Career development models in SHRM provide frameworks to help employees navigate their career paths while supporting the strategic objectives of the organization. By leveraging these models, organizations can create structured career development programs that enhance employee engagement, retention, and performance. These models also help employees take ownership of their career growth, leading to more meaningful and fulfilling careers.