

## CAREER COUNSELING – INVESTIGATIVE ENDEAVOUR FOR THE PROJECTION OF A CAREER PLAN

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**Abstract:** *Career planning is an action which takes place over a long period of time – starting from school and continuing with university of masters. A special importance in career counseling has the making of the career plan. The study brings to light, through the realization of an intervention in the area, the necessity to support young people in the access to jobs, but also the differences that can appear between participants depending on their specialization in studies. A number of 121 students took part in this study from four different specializations: geography, history, political science and journalism.*

**Key words:** *career, professional aspirations, career counseling, professional insertion.*

### 1. INTRODUCTION

Career orientation consists of those specific activities, programs or interventions through which the participants are sustained in the assimilation and the integration of the knowledge, the experience, in correlation with:

- Understanding oneself – which includes knowing one's own personality, one's own axiological system, one's own interests, the factors which determine one's own development and, at the same time the way one rapport oneself towards others, in the interaction with other people.

- The understanding of the mechanisms through which society functions, of the factors which contribute to its continuous change, of the real possibilities of insertion on the labour market, of the dynamics of the labour market.

- being aware of the role free time can play in personal life;

- understanding of the implication of multiple factors with an active role in career planning;

- understanding of the necessity of information and of the development of abilities in gaining success, of work satisfaction, but also the role of the activities done in their spare time;

- learning of the decision-making process in the choice and development of a career.

Employers prefer people who communicate easily, as this ability qualifies them for teamwork, people who think, as this will lead them to more solutions to the same problem, people who learn as this will lead to a permanent development. One can thus concede that employers are also interested in the performance one has in a specialized field, the one they took the time to create a position for at a contest, but also other aspects that complete the profile of the future employee, such as the willingness to develop, creativity and/or sociability.

Career orientation can be realized on three different approaches:

1. Career orientation in terms of the formation options and the support of the participants for getting through the formation programs;
2. Career orientation in terms of the placement options in the occupational roles and in different work places;
3. Individual orientation/counseling – being focused on the real possibilities of each participant.

The one doing the counseling can be useful to the people who take part in this process, in issues such as finding a work place or accommodating to the requests of the job description or the environment from the organization this work place can be found in. He or she can help people get a better understanding of one's own self and of the labour market, to correlate one's own interests and talents with the job responsibilities associated to the different occupational and career opportunities. Counseling becomes a significant component of the given services on the labour domain, but also on work place relations, as well as a condition for an adequate placement on the labour market.

Throughout the whole duration of the interventions which partake in regard to career orientation the following aspect proves important - the way in which one defines and perceives the participant to the intervention. "Most people experience enough success in the relationships with other people so that they have a positive concept of oneself". [1] The way in which we understand ourselves, the others and the relationship between these two parts can lead to a better integration in a workplace. An aspect not to be neglected is motivation – both in choosing one's career, and in its accomplishment. In the context of work, motivation can be defined as "the degree of availability of the employer to take part in and to make a sustained effort in order to attain certain professional objectives, defined individually or organisationally" [2]

Golu sustained that "a profession is an essential determination of one's personality, both on a personal, and on a psychological level. On one hand, it gives the measurement of the objective value of the individual in its relation with the one's around him or her, but also with society as a whole; on another hand, it represents the main manner of socialization and culturing of any individual, in a bigger or smaller consonance with its natural inclinations or predispositions" [3]

Career planning is an action which takes place on a longer time frame and starts in school and continues throughout university, and after during their masters. This process can be recommenced throughout time with each change of the organization we work in, or when our career makes a significant change. The efficiency of this process is dependent on the abilities people attain in the following competencies: self-knowledge, educational and occupational exploration, career decision and personal promotion. [4]

Traditional selection techniques rarely take into consideration the specific characteristics of the organization in which these positions exist. The selection practices more often than not take into consideration the characteristics of the person that are not relevant for the specialty requests of the position. Thus, one can see the commencement of a new type of selection, which is oriented towards the idea of the employment of a person who is the closest match to the culture that is specific to the employer's organization.

From a traditionalist perspective of the Human Resources position, such a practice can seem amiss and somehow extravagant, but it is well integrated in the new characteristics of the human management practices, especially in the management of human capital. The employees' competencies are differentiated as such, both in terms of recruitment and in terms of selection, but also in terms of learning and development. Starting from this reality, in order to come as support for future employees, one has initiated, during their university, in several specializations, a project that targeted counseling for the career access of students.

## **2. OBJECTIVES**

The identification of dominant orientations of the subject, of the manner of relating to oneself, as well as with others, the stability or instability of certain emotional traits and particularities;

The identification of the types of professional orientations of the subject;

The finding of the factors that could contribute to a better professional insertion.

## **3. HYPOTHESES**

The comparative analysis of the data obtained on the initial testing allows for the tracing of the areas susceptible to contain success practices for each separate specialization.

Performances tied to professional insertion of the participants in the study can be ameliorated through an intervention in the career area

## **4. INSTRUMENTS AND SAMPLE**

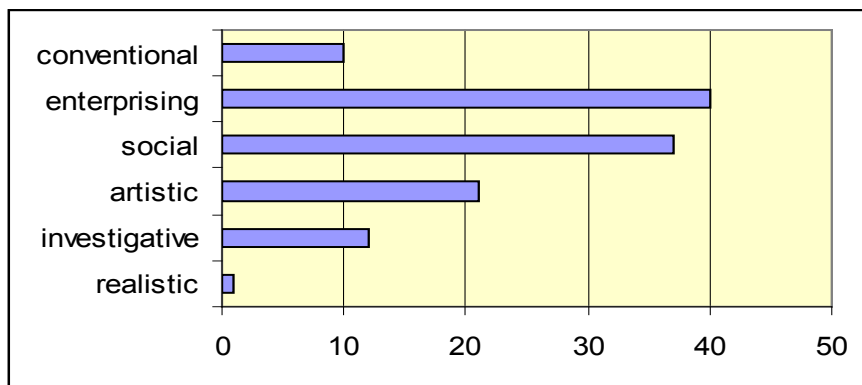
The sample of participants was formed of 121 students in different subjects. IN order to carry out the study, one started from amassing data on the subjects, through the application of a set of tasks, session followed by an intervention on the career counseling theme. The participants were students in the following subjects: geography (54 people), history (31 people), political science (21 people) and journalism (15 people). The tests used were the following: the self-knowledge test – targeting the investigation of the dominant orientations of the subject, the manner in which it relates to oneself and to other people, the stability or instability of certain traits, emotional particularities and the interests questionnaire CI-RQ – with 144 items, provided with 3 response options, resulting in 6 types of professional orientations of the personality of the subject: realistic, investigative, artistic, enterprising and conventional, as well as a preference for the occupations in a certain profession.

Following the presentation of the results of the tests we have realized an intervention in terms of achieving a career plan for the participants in the study.

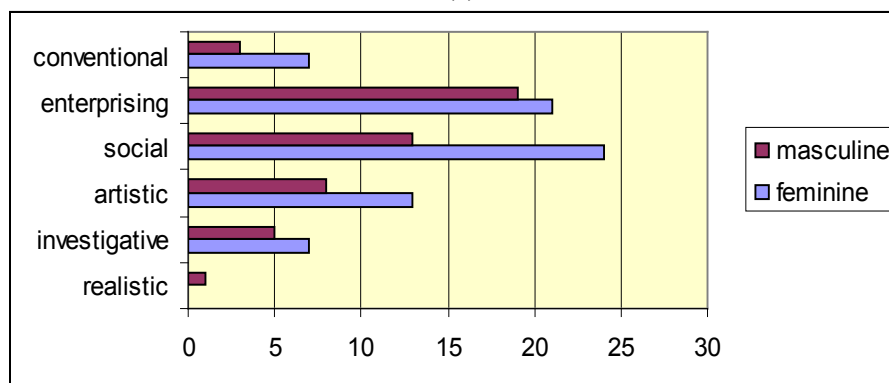
## 5. RESULTS OF THE STUDY

**Hypothesis 1:** The data obtained in this hypothesis are useful for building a personalized intervention on the specificities of each specialization from which the participants in the study were part of. Generally, choosing one’s career goes along with our personality, thus there are no pure types, but only combinations of these types, with a different weight of each type on the component of the personal pattern. The questionnaire allows for the identification of a personal code formed of the first types of predominant interests. The degree of similarity between these types of interests determines the coherence of the personal pattern, reflecting the measure in which ulterior conflicts of interests are possible.

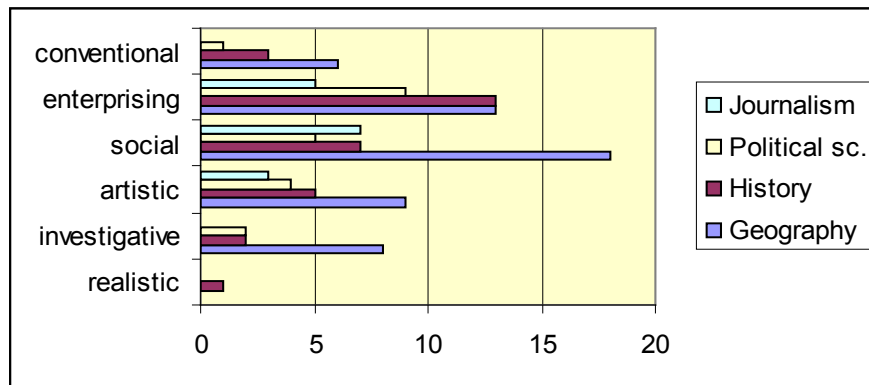
The more the types of interests that compose the personal pattern have a higher degree of similarity, the more the coherence is bigger and the probability of a conflict starting from these structures is small, which facilitates the career decision. To this data we add the values tied to self esteem, personal values, the dynamics of the relations in the year of study (as an indicator of teamwork). The data presented in the following likes represent the first choice of the participants. Due to the fact that the data obtained is extensive, in this article we present solely the first choice. The data thus obtained is:



(a)



(b)



(c)

FIG.1. Results of hypothesis 1 - a) for the entire sample, b) on gender , c) on specializations

### Hypothesis 2:

The intervention in the career domain was built on each study specialization, so that it allows the following: making personal development more efficient, the accommodation of the search on the labour market depending on the job one seeks, the preparation for sustaining the interview to access the profession, the education for team work.

The importance of the personality traits in the person – organization match generated quite a success in a myriad of jobs. This reason has made many companies modify their selection systems in order to accentuate the personal characteristics of the applicant and, starting from here, our intervention in the domain of the career was centered on self-knowledge as a starting indicator for the development of the counseling program. As of the present day, one considers that the evaluation of one's personality can play an important role in selection processes. [5]

Human capital management assumes an alignment between the individual and the organization, and this takes place in three main areas: organizational identity and culture, human activities and human development. The career counseling program was created taking this specific structure into account. Depending on these areas, the objectives of the balance between the relation of the organization with the individual are: loyalty, dedication and motivation - the preparation of the person in the specifics of the job, but also in what concerns the dynamics of the relationship, it makes a reference to human activities, and these are tied to the dimension of dedication, the manner in which the person manages to find out data on organizational identity will lead to the development of the loyalty dimension, and the manner in which a person will understand to develop him or herself will lead to the development of the motivation dimension.

The alignment of the personal characteristics, of the attitudes and the competencies of the available human capital with the needs of the organization is a participative process. Organizations innovate, and the technologies and markets are in a permanent change. IN order to keep up with these changes, the employees – the human capital – must develop themselves in sync through the attainment of new competencies and abilities, and this thing is better to start ever since they start university.

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