POSTMODERN APPROACH IN CAREER DEVELOPMENT

Abstract. In recent years, the practice of personnel management is shifting from traditional approach to postmodern approach in career development. The purpose of this study is to justify the peculiarities of the postmodern approach. A career management system is defined as the main tool for projecting an employee's career in accordance with this approach.

Ключевые слова: профессиональное развитие, сотрудник, изменения, постсовременный подход, традиционный подход.
Successfully planned and constructed career for each employee is a guarantee of the company's development and growth. Career development is a good influence on the motivation of employees, has a direct impact on the organization financial performance, and provides a favourable climate in the team and succession in management.

Well-built career management systems provide an opportunity for organizations to raise people who can generate, create and implement new ideas at the highest levels of management hierarchy [7, p. 124]. And it will help organizations to adapt to a rapidly changing environment.

In order to determine at what level of self-realization and self-affirmation is an employee, scientists traditionally distinguish the following main stages of career [2; 3]: preliminary stage (up to 25 years), stage of formation (from 25 to 30 years), promotion stage (from 30 to 45 years), preservation stage (from 45 to 60 years), completion stage (from 60 to 65 years), retirement stage. Some Western researchers [8] write that each career has a life cycle consisting of four consecutive stages: exploration (up to 18 years of age), growth (18-35 years), maintenance (35-45 years) and decline (45-65 years).

In this case, an employee goes through each stage on the basis of a well-grounded personal growth plan. In parallel with the development of structuring and staging a career for a particular situation, the management of the organization creates a carefully thought-out and strictly differentiated system of motivation for professional and career growth of the employee.

However, the current realities of the development of the employees’ careers indicate the blurring of clear boundaries between the stages within traditional approach.

J.H. Greenhaus, exploring the career dynamics, proposed to assess it not by chronological age and stage of life, but by long-life learning and the ability to respond to changes [6, c. 185]. Employees who concentrate on career self-management are more flexible to changes more proactive in comparison with those people who do not take action on their own career management. Proactive behaviours of employees support both individual and organizational success [5; 9].

Postmodern approach in career development implies a consistent change in the stages of development. That is, the stages of career development can be repeated in the employee life in case of changes in careers at different ages.

Necessary elements of a successful employee’s career within postmodern approach in particularly every field of activity are the ability to think economically, to work in creative teams, solid general and broad professional training, the ability to adapt quickly to changes, as well as awareness of economic, social and cultural aspects of the introduction of new technologies. In addition, according to Volkova N.I., a modern employee needs so-called "extra-functional" characteristics [1, p. 23]: discipline, initiative, sense of responsibility, communicability, devotion and creative attitude to business - which are united by the term of "social qualification" [4, p. 12].
Consequently, the character feature of postmodern approach in career development is the refusal of the predetermined roles of the employee at each stage of the career and transferring the main focus to the project of self-development. Under such conditions, organizations through active career management systems are actively involved in the development of an employee's career.

References


