

**UDC: 159.92**

## **THE PROCESS OF PLANNING THE PROFESSIONAL CAREER**

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*The article discusses the features of the concept and process of professional career planning. Special attention is paid to the process of career planning of students. The importance of how a student is planning his or her professional career based on knowledge of his/her needs, social and economic conditions and needs of the state is proved. The author emphasizes that the process of professional career planning is a gradual formation of professional prospects of the individual, characterized by consistency, consistency of professional goals and values of the individual.*

*Key words: career, professional career, career planning, professional career planning process, career growth, professional prospects of the individual.*

*Собко Ю. І. Процес планування професійної кар'єри / Україна, Дніпро*

*У статті розглядається особливості поняття і процесу планування професійної кар'єри. Особливу увагу приділено процесу кар'єрного планування студентів. Доведено важливість того, як студент планує свою професійну кар'єру, ґрунтуючись на знанні своїх потреб, соціально-економічних умов і потреб держави. Автор підкреслює, що процес планування професійної кар'єри – це поетапне формування професійних перспектив особистості, що характеризується узгодженістю, несуперечливістю професійних цілей і цінностей особистості.*

*Ключові слова: кар'єра, професійна кар'єра, планування кар'єри, процес планування професійної кар'єри, кар'єрне зростання, професійні перспективи особистості.*

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*В статье рассматриваются особенности понятия и процесса планирования профессиональной карьеры. Особенное внимание уделено процессу карьерного планирования студентов. Доказана важность того, как студент планирует свою профессиональную карьеру, основываясь на знании своих потребностей, социально-экономических условий и потребностей государства. Автор подчеркивает, что процесс планирования профессиональной карьеры – это поэтапное формирование профессиональных перспектив личности, характеризующейся согласованностью, непротиворечивостью профессиональных целей и ценностей личности.*

*Ключевые слова: карьера, профессиональная карьера, планирование карьеры, процесс планирования профессиональной карьеры, карьерный рост, профессиональные перспективы личности.*

**Introduction.** The processes currently taking place in the economic sector affect other spheres of life, and bring a sense of instability and uncertainty in the future. Preparation of future students to a conscious choice of profession at the present stage is an important socio-pedagogical problem, which is considered significant from the point of view of the need to improve the professional orientation of the individual graduate. In addition, the relevance of this problem is caused by fact that the personal plans of young adults are closely linked with the

attractiveness of certain professions, which leads to an excess of supply over the demand of specialties and a shortage of specialists in popular specialties. Therefore, it is important to prepare for the choice of profession, as it is an integral part of the comprehensive and harmonious development of the individual and considered in unity and interaction with the moral, labor, intellectual, political, aesthetic and physical improvement throughout the educational process. Assisting students in choosing the direction of education through the system of professional training greatly facilitated the realization of the direction of a professional career, a special organization of activity of students from the standpoint of updating life plans, incorporating psychological potentialities of the individual, providing students with a system of contemporary professional skills, developing the ability to adapt to the conditions of the future life and professional activities.

Many scientists were engaged in theoretical and practical issues of professional career planning. In the past, a great contribution to the development of this issue was made by: N. Armstrong, F. Herzberg, J. Graham, I. Kavet, A. Easter, A. Maslow, E. Mayo, P. Blau, Merton, D. McGregor, A. Smith, F. Taylor and others. On the contemporary stage a significant development in planning professional career is made by D. Ashirov, A. Voznesensky, A. Grishnova, V. Danyuk, A. Kolot, N. Lukashevich, S. Sotnikova, S. Shekshnya, V. Hoyer and many others.

**Formulation of the purpose and tasks of the article.** The purpose of the article is to consider the process of professional career planning: a) to substantiate the importance of psychological support of students in the planning of their careers; b) to give the concept and stages of the process of planning a professional career; c) to identify ways to improve the efficiency of professional career planning.

**Presentation of the main material of the article.** New conditions of information and communication environment of post-industrial society, including diversification of sources of knowledge and means of access to them, integration of institutional and non-formal education, stimulate the transition from unified and egalitarian education to individualized and personalized.

Modern students long before graduation begin to think about issues related to employment, and many students find jobs during the learning process. Universities are also interested in the fact that as few graduates as possible got into the list of unemployed, and, on the contrary, to yesterday's students successfully moved up the career ladder, because it is one of the indicators of the quality of education and, as a result, the reputation of the University in the market of educational services. It becomes obvious that it is essential to support students psychologically, to provide consulting and organizational assistance in the planning of their careers, as it becomes the norm to set long-term goals in this area of life in the process of obtaining a profession. It should be noted the importance of choosing a profession and mastering it, starting with professional self-determination, because as a stage it involves a very real solution to the problem of choosing a future field of activity, taking into account the existing through the educational process, considered as a process and the result of the justification of the professional trajectory, covering the near and long-term perspective, taking into account the needs of society and the individual, the implementation of a reflective vision of themselves and their place in the system of production and social relations.

The concept of "professional career" covers not only the professional development of the individual, but also professional choice, professional forecasting, goal setting and the formation of life and professional plans in

the near and distant future, allowing to describe the process of formation of professional prospects of the individual.

The choice of a professional path is one of those stages that "directs, corrects or changes the nature of life, affects the feeling of happiness and self - awareness as an actualizing and useful society of a harmonious personality. Self-realization also depends on social conditions, on those social relations and relationships in which a person is involved" [1, p. 42]. A person should pay special attention to the development of polyfunctionality, as the growing competition in all spheres of life reconstructs the psychology of people in relation to their own fate, goals and plans, and leads to the conclusion that they will have to look for themselves all their lives. Therefore, you need to start with career planning.

Career of a person as a subject of activity (from lat. carrus - wagon, cart; from ital. camera-running, life, career; from French cariere-promotion in any field of activity, achieving fame, fame, benefits) in different historical epochs understood differently. So, in the XIX century career was defined as "the way, the field of life, service, success and achievement of it", "success in society, the rapid achievement of ranks and orders." At the beginning of the XX century - as the way and the progress of man to external success, benefits, glory, honor, as well as the achievement of personal well-being, as the future and destiny [2, p. 141].

Many authors, such as Marx and Maslow, believe that good work - that is, work that allows them to acquire and use professional skills, make responsible decisions, etc. - contributes to the formation of a positive "I-concept" and a sense of personal control over their own destiny. If at work a person has to cringe, get bored, humiliated or experience stress, he will be alienated from the values of "I" and he will form a functional low scale of values. The dominant motive of any work behavior is the most complete

expression of individual assessments and values. Maslow argued that "working people can achieve self-actualization, if he uses his ability to achieve values and goals, the work meets his needs and serves the implementation of such values as the search for truth, uniqueness, integrity, excellence and independence" [3, p. 222].

At the end of the XX century, the phenomenon of career becomes the object of research in various Humanities and is not reduced to "neither professional experience as a human - marked area of social practice and presented in subjective (profession, specialization, specialty) and objectified forms (position, workplace), nor to the experience-the duration of a person's performance of a certain activity" [4, p. 357].

From the point of view of acmeology, a career is a progressive development of a person in certain types of activities and reaching the top in their development. As an activity, it is a life line going up, progress and achievement based on knowledge and hard work.

It is very important how a student is planning his or her professional career based on knowledge of his or her needs, social and economic conditions and needs of the country. In most cases, a young specialist wants to know the prospects for career growth and opportunities to improve the skills, as well as the conditions that they must fulfill, motivation is important, both from the employer and the youngest specialist. If the motivation of the perspective is a qualification, person loses activity in his or her professional activities and considers the organization as a place where he or she can wait some time before moving to a new, more promising job.

Career planning is a process, which components are in A. Vaulin's works "choice of occupation, profession, employment growth (or professional career) at work, possible career change and, eventually, retirement" [1, p. 43].

Career planning is the definition of employee development goals and ways to implement them is carried out from the beginning of the employee's work in the organization and ends with his dismissal. Career planning should be aimed at ensuring the link between the career goals of the staff, their needs in accordance with the management strategy of the organization. Increasing the level of professionalism and self-affirmation of employees are important factors in improving the social structure of the staff [5].

Professional career planning is the process of developing professional self-concept and self-determination of one's own abilities, talents, motives, needs, relations and values, the search for ways of personal improvement to achieve specific goals, taking into account individual opportunities and limitations.

Career planning requires a real connection between the individual's desire to achieve high professionalism, high social status, and on the other – the development of organizational, managerial and social structure of the enterprise or institution [6, p. 245].

Professional career planning begins with the formation of subjective conscious judgments of the student about his or her future job, the expected path of self-expression and job satisfaction, the opportunity to realize himself or herself not only in highly specialized professional activities, but also in large-scale projects with access to the international level. When planning career growth, a person sets certain goals, calculates ways to achieve them, going through various stages of personal and professional development, ranging from professional choice-awareness of the social significance of the profession - to achieve the highest level of professional skills, the realization of their creative potential in innovation [7, p.195].

The modern methods of planning and development of professional career include a systematic career, the main ideas of which include:

- Training of personnel services personnel in the qualification development of a system career, "career technologies»;
- Integration of different components of the career into a single whole;
- The use of a systematic approach and tools are not random factors;
- Creation of an organizational Foundation for career planning [8, p. 137].

As with any other, career plan characterized by the following actions: constant monitoring and evaluation, comparison of actual results with those that were planned, timely adjustments, revision, constant deepening and detailing of the content. Therefore, it is very important for students to come to the realization that a career can be made within any profession; it all depends on the attitude of the individual to the work performed, and not on the "good name".

The activity of the individual in the preparation for career planning is carried out as a consistent process of determining their own strengths and weaknesses, specifying the goals and values of the individual, subordination of personal and professional positions and determining the ways and stages of their achievement, the implementation of practical tests of strength and organization of activities to achieve the goals.

The process of planning a professional career – is a gradual formation of professional prospects of the individual, characterized by consistency, consistency of professional goals and values of the individual. At the same time, the formation of the perspective is provided through educational activities, involving the consistent inclusion of the student in the cognitive, research and design and practical activities and the construction of a personal plan of professional career.



The career planning process involves several types of personal activity:

Collection and systematization of information:

a) about person him\herself (needs, claims, motives, interests, inclinations, abilities, life and professional goals and values, the adequacy of self-esteem, priority decision-making, about significant areas of self-realization, life strategy, individual ways of self-regulation and self-presentation, individual style of educational activities);

b) the chosen profession and career (subject, goals, means, working conditions; possible forms of stimulation and promotion of professional activity; methods of professional and official growth; professionally significant personal qualities, requirements for professional competence; possible social status and income);

C) on the labor market and educational services in the chosen professional field (possible educational trajectories in the public and private spheres of education; the demand for the chosen profession in the labor market and the prospects for the demand for specialists in the future; the prospects for the development of the chosen professional industry).

Building a career plan based on collected information:

a) Setting personal and professional priorities and values for life;

b) Development of technology to achieve the goals (determination of the track steps to the target; the choice of optimal means; analysis of their own strengths and weaknesses as possible "jumps" and obstacles in the career; decision-making on the methods and forms of intermediate and final control);

c) Analysis of career plan criteria: realism, consistency, efficiency, attractiveness.

The implementation of the career plan in the practice:

- a) Conducting a study on the most controversial and unclear aspects of the implementation of professional plans and building a life career;
- b) Correction of the career plan based on the results of the study;
- c) Development and implementation of projects for the implementation of the career plan.

Thus, the activity of the individual in the process of career planning is organized as a consistent process of actualization of the needs for self-knowledge, self-analysis, reflection of own activities and experience, practical test of strength and organization of activities for the implementation of the goals.

Professional and personal self-determination falls on the senior school age. The leading activity at this age is professionally-oriented activities, supported by cognitive interest of theoretical and creative nature (the use of research methods, methods of analysis and synthesis, etc.). In high school, the interest in self-knowledge and self-education is associated with more distant goals, life prospects of choosing a profession.

This is manifested in: rational organization of labor; the desire to analyze the individual style of their learning activities; determining their strengths and weaknesses.

The presence of such interests and the priority of professionally oriented activities in this age category makes the career planning process relevant not only for university students and for young professionals, but for high school students. In order to improve the process of professional career planning, we can offer ways to improve the efficiency of professional career planning as a factor in the professional growth of staff:

- ensuring the appropriate level of training of the employee according to the requirements of the workplace (position);

- improvement of the strategy for the formation of highly qualified personnel;
- rational choice of forms and methods of training and advanced training;
- consolidation of a stable contingent of workers at the enterprises;
- consistent, systematic, continuous movement of workers from the lowest to the highest levels of professional qualification;
- building a career so that each other's work is most used knowledge and experience gained from previous work;
- awareness of the company's workers about the prospects of promotion and real progress.

**Conclusions and perspectives of further exploration in this direction.** Thus, the preparation of modern youth to build a professional career is an urgent task of modern education. It can be concluded that the construction of a professional career for a young specialist is a complex laborious process of mastering new knowledge, which requires the construction of a life scenario, the definition of life strategy, the choice of priorities. It requires skilled and qualified knowledge management of students by psychologists and teachers. The first step in building a professional career is to analyze their own strengths, identify strengths of the individual in demand in the chosen profession, compare with professionally important qualities, analysis of their own shortcomings, to identify personal characteristics that prevent successful professional self-realization. Career planning as a specially organized educational activity stimulates the processes of professional and personal self-determination and makes it possible to make a holistic and consistent image of the future, as well as ways to achieve it. We believe that higher education institutions should take on the role of the organizer of psychological support of the future specialist in the planning of their career, because it is

on this largely depends the success of the graduate in the labor market. Since the presented article does not reveal all aspects of the raised problem, then further search is appropriate to directed on the substantiation of the methodology of psychological research and the effectiveness of the developmental interaction between the psychologist and students according to with the chosen profession.

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