

# Career Development: A Human Resource Development Perspective

Career development is a lifelong process of learning and growth that helps individuals to achieve their career goals. It involves acquiring the skills, knowledge, and experience necessary to advance in one's career and to make informed decisions about one's future. Career development can be facilitated by a variety of stakeholders, including individuals, organizations, and educational institutions.

**Human Resource Development (HRD)** is a field of study and practice that focuses on the development of human capital within organizations. HRD professionals play a key role in career development by providing training and development programs, career counseling, and other support services to employees.

This article will discuss career development from a human resource development perspective. We will explore the role of HRD in career development, discuss the different stages of career development, and provide tips for individuals on how to plan and manage their careers.



## Career Development: A human resource development perspective by Roger E. Axtell

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HRD professionals play a critical role in career development by providing a variety of services and support to employees. These services can include:

-Mentoring and Coaching: HRD professionals can match employees with mentors or coaches who can provide guidance and support on career development issues.

-Networking Opportunities: HRD professionals can organize networking events and other opportunities for employees to connect with other professionals in their field.

-Career Information: HRD professionals can provide employees with information about career opportunities, job market trends, and other resources that can help them to make informed career decisions.

The exploration stage of career development typically begins in adolescence and continues through early adulthood. During this stage, individuals begin to learn about different career options and develop their skills and interests. They may explore different career paths through part-time jobs, internships, and volunteer experiences. They may also take career assessments and talk to career counselors to get a better understanding of their strengths and weaknesses.

The establishment stage of career development begins when individuals enter the workforce and begin to build their careers. During this stage, individuals typically focus on developing their skills and experience in a particular field. They may also start to take on leadership roles and

responsibilities. The establishment stage can last for several years, as individuals work to establish themselves in their careers.

The advancement stage of career development begins when individuals have established themselves in their careers and are ready to take on more challenging roles and responsibilities. During this stage, individuals may seek out opportunities for promotion, take on leadership roles, or start their own businesses. The advancement stage can last for many years, as individuals continue to develop their careers and achieve their career goals.

It is important to note that career development is not a linear process. Individuals may move back and forth between different stages of career development at different times in their lives. For example, an individual may return to the exploration stage after a period of unemployment or after making a major career change.

There are a number of things that individuals can do to plan and manage their careers. Here are a few tips:

Career development is a lifelong process of learning and growth that can help individuals to achieve their career goals. HRD professionals play a key role in career development by providing a variety of services and support to employees. By following the tips outlined in this article, individuals can plan and manage their careers and achieve their career goals.



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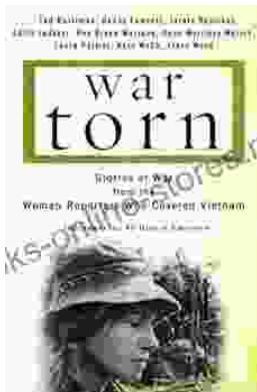
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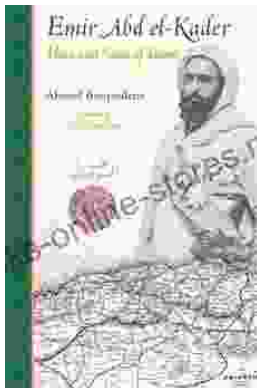
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