



Romel Cabling ▾



[Home](#)

[Home](#) > [My courses](#) > [OJT/Practicum 2](#) > [O3 Career Mobility And Stages](#) > [Lesson Proper for Week 3](#)

# Lesson Proper for Week 3

## CAREER MOBILITY

Career mobility refers to the movement of employees across grades/ positions (both upward and downward) or a complete change in occupation. Career mobility can be a result of both – the choice of the employee or the choice of the employer. Career mobility has to be properly planned and organized. Mostly proper transitions and training programs go alongside the movement of the employee internally or externally.

### Importance of Career Mobility

An employee may himself opt for career mobility because of a potential of higher pay or better job role in a new job or occupation. It may also be imposed by the company as a part of mergers, acquisitions or restructuring. Promotions subject to the change in job location are a good example of employer driven job mobility.

Career mobility is directly related to job advancement and career development and personal satisfaction. It ensures that employees, over a period of time, move to job roles suitable to their skills, goals and aspirations.

If career mobility is not encouraged or exists, then the employee can become dissatisfied in the same role or location leading to loss in productivity.

### Career Mobility Example

Let us say that an employee A was working in a job role in New Jersey for 10 years in the sales department. Employee A can either be happy with the role and location or it may be an opposite scenario of a not satisfied with the current role or location and aspires for better role in another location. If A is open to career mobility, he/she can consider either moving internally in the same organization to a different location or different department.



It can also happen that due to recent acquisition, A was moved to a different team and marketing department unplanned. By the virtue of career mobility, A was able to keep his job but was able to move to a different role. After training in marketing, A should be able to contribute with required productivity.

## **What are Career Stages?**

Career stages are the various phases through which an employee or a business professional goes through while working through the overall tenure of the career. These career stages highlight the beginning of the job, growth in the organization, middle stages of the career, and the last & decline stages of the career leading to retirement. These stages often derive the overall job satisfaction levels of a person throughout the tenure of the job or career.

## **The 5 stages in a Career**

Let us look at the five main career stages for an employee, professional or even an entrepreneur:

### **1. Exploration**

A career stage generally ends in the mid-twenties when one makes the transition from formal education to a job. We start exploring different career opportunities. Our decision for a career gets influenced by parents, peers, and financial resources. It is a time when a number of expectations about one's career are developed, many of which are unrealistic.

### **2. Establishment**

This period begins when we start the search for work and also includes accepting the first job, acceptance by peers, learning about the job, and gaining the first taste of success or failure in the real world.

Problems in exploration period

- a. Finding a niche
- b. Making your mark
- c. Characterized by making mistakes.

### **3. Mid-Career**

A stage marked by:-

- a. Continuous improvement in the performance
- b. Leveling off in the performance
- c. Beginning of deterioration process

Possible outcomes of mid-career

- a. Some employees reach their early goals and go on to even greater heights.
- b. Other may suffer from plateaued mid-career



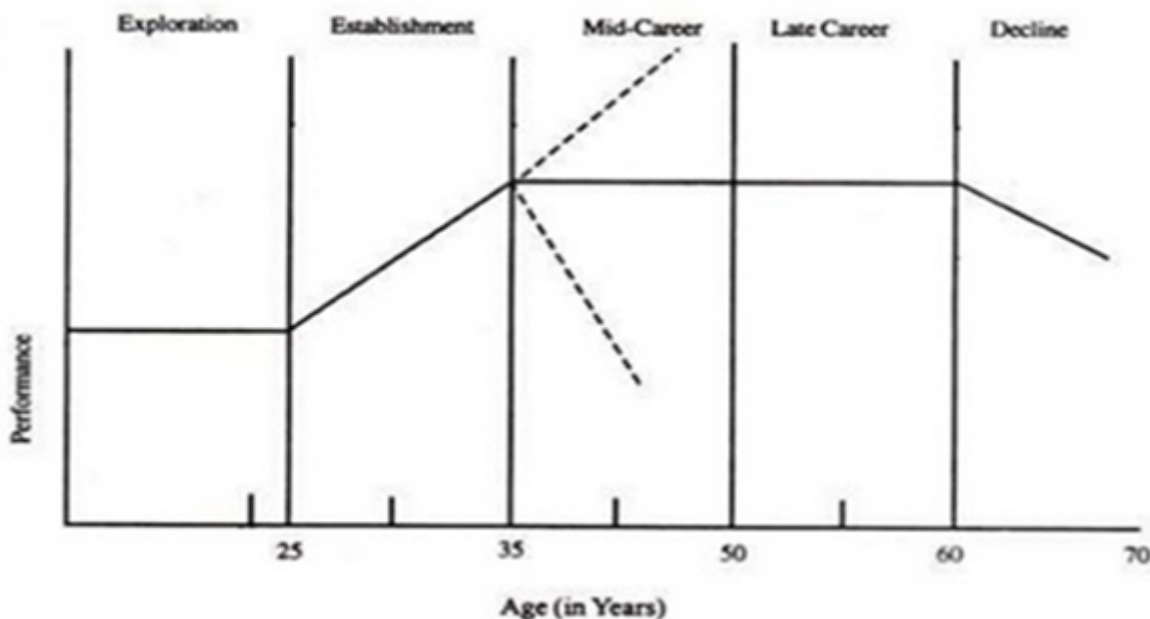
#### 4. Late Career Stage

A career stage in which neither the person is learning about their jobs nor they are expected to outdo their level of performance from previous years.

1. Individuals who have grown in the mid-career stage
2. Individuals who have stagnated or deteriorated

#### 5. Decline (Late Stage)

This is the final stage in one's career which is usually marked by retirement. This is the difficult stage for everyone but hardest for those who have had continued successes in the earlier stages and then comes the time has come for retirement.



#### Importance of Career Stages

Knowing the career stage for an employee is very important for evaluating a career properly. An average career will show the above stages. The exploration and establishment stages are the most important in defining career growth in the future. If a person is reaching the mid-career stage very early without establishing oneself in the job role then there is an issue that needs to be resolved.

It may be a lack of motivation or a skill gap. If a person grows even further in mid-career, it is a sign of a good career and vice versa. Most careers would level off and have consistent performance. The career stage would mostly be in sync with the job experience and age of the individual.

#### Career Stage Example

Let us assume Mike worked for a company that provides telecom services. Now Mike joined the company from college as a trainee and quickly 'explored' various departments and found that marketing is where he is the best fit. He worked for the marketing department for few years aiming for high career growth. After that, he 'established' himself well in the marketing department and started contributing to the company.



After spending more years in the marketing department, he got promoted several times and became an important member of the company through the 'mid-career stage' but with no new skills to learn and with change in the consumer behavior and technology landscape, Mike entered the decline stage earlier than expected. He tried improving himself by reskilling and upskilling and kept contributing to the best of his capacity till retirement. This is an example of how a person can move through various stages in a career with changing environment and skills.

◀ Preliminary Activity for Week 3

Jump to...



Analysis, Application, and Exploration for Week 3 ▶



## Navigation

Home



Dashboard

Site pages

My courses

Capstone Project 2

Network Defense and Remote Access Configuration

OJT/Practicum 2

Participants

General


01 Career Planning

02 Career Path And Development

03 Career Mobility And Stages

 Preliminary Activity for Week 3

 **Lesson Proper for Week 3**

 Analysis, Application, and Exploration for Week 3

 Generalization for Week 3

 Evaluation for Week 3

 Assignment for Week 3

04 Guide To Getting A Job

05 Writing A Resume

Seminars and Tours

Courses



## Fair Warning







**NOTICE:** Please be reminded that it has come to the attention of the Publishing Team of eLearning Commons that learning materials published and intended for *free use only by students and faculty members within the eLearning Commons network* were **UNLAWFULLY uploaded in other sites without due and proper permission.**

**PROSECUTION:** Under Philippine law (Republic Act No. 8293), copyright infringement is punishable by the following: Imprisonment of between 1 to 3 years and a fine of between 50,000 to 150,000 pesos for the first offense. Imprisonment of 3 years and 1 day to six years plus a fine of between 150,000 to 500,000 pesos for the second offense.

**COURSE OF ACTION:** Whoever has maliciously uploaded these concerned materials are hereby given an ultimatum to take it down within 24-hours. Beyond the 24-hour grace period, our Legal Department shall initiate the proceedings in coordination with the National Bureau of Investigation for IP Address tracking, account owner identification, and filing of cases for prosecution.

---

## Activities

-  Assignments
-  Forums
-  Quizzes
-  Resources

---

Bestlink College of the Philippines  
College Department

Powered by [eLearning Commons](#)

