

COLLEGE OF BUSINESS EDUCATION (CBE)

DAR ES SALAAM CAMPUS



INDIVIDUAL ASSIGNMENT:

COURSE: BACHELOR IN INFORMATION TECHNOLOGY

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SUBJECT: CAREER MANAGEMENT AND PROFESSIONAL
DEVELOPMENT

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QUESTION:

why is it that a significant number of people find it challenging to effectively execute and persist with their career planning even though they have access a wide range of resources and support in the context of today rapidly changing job market?

You're right, the paradox of ample resources and persistent difficulty in career planning is a complex one, affecting many individuals in today's dynamic job market. Here are some key factors contributing to this challenge, supported by references and citations:

Lack of knowledge or expertise. Sometimes you will be turned down for lack of critical skills. Address your shortcomings adequately to improve your chances. according to Baruch & Gotz,(2001)

Lack of Skills or Training: Lacking the skills or training for your dream job might make you feel like you'll never be able to land it. But there are many opportunities out there for motivated people. You can look into your current employer's training programs or seek external training opportunities. This could include online courses, workshops, or certification programs in the relevant field. It is also important to stay up-to-date with industry trends and developments to make sure your skill set lines up with employers' most pressing needs. In today's rapidly changing business environment, you need to embrace lifelong learning to stay current according to Nauta & Eppink, (2018).

Limited Job Opportunities: If job opportunities are limited in your current field, you may need to consider a career change. New technologies are constantly creating new jobs and eliminating old ones. While job listings may be disappearing in your current industry, they're opening up in others. You may need to go back to school to acquire new skills or certifications. Healthcare and information technology (IT) are two fields that are always in demand according to Schwartz, (2004)

Lack of qualifications: Lacking the required qualifications for a role, such as educational requirements or skills, is a common challenge that many professionals may face in their careers. If you lack the necessary qualifications for the job you want, there are ways you can work to meet the requirements. Research the criteria for the position to understand the education and skills required for the role. Search for classes you can take or certifications you can earn related to the position. Highlight this training on your resume to show employers your commitment to expanding your skill set, according to Baruch & Gotz,(2001) .

Information overload and decision paralysis: The sheer volume of career information online and through various support services can be overwhelming, leading to confusion and paralysis. Individuals might struggle to filter out irrelevant information and make informed decisions according to Nauta & Eppink,(2018).The "paradox of choice" can also come into play, where having too

many options can make it harder to choose and commit to a specific path according to Schwartz, (2004).

Societal and Familial Pressures: External expectations and pressures from family, peers, or society can influence career choices, sometimes leading individuals down paths that contradict their personal desires. This can create internal conflict and hinder sustained commitment to chosen careers. (Source: "The Career Myth: This Is Not the Life You Were Promised" according to Michael J. Podolsky).

Lack of support and accountability: Even with access to resources and support services, individuals might lack the necessary guidance and accountability to stay on track with their career plans. This can be particularly challenging for those who lack strong social networks or mentorship opportunities according to Nauta & Eppink, (2018). The COVID-19 pandemic has further exacerbated this issue, as social isolation and remote work settings can make it harder to access support and maintain motivation (World Health Organization, 2020).

Time: Time may feel like a limiting factor when you're working toward your career goals, particularly if you're hoping to transition to a new career. It can be difficult to make time for your goals when you're working in another job. Commit to your goals by scheduling daily or weekly appointments to work toward them. Write these appointments in a planner or digital calendar as a visual reminder to yourself. During that time, stay focused on tasks you can complete to make progress toward your goals. When you make your goals a priority, you're more likely to accomplish them, according to Schwartz, (2004).

Questions after promotion: Getting a promotion can be rewarding, but some professionals may also feel unsure about how to be successful in their new roles. After a promotion, you may have questions about how to lead a team, or you may feel uncertain about the next step in your career path. If you have questions after a promotion, it's helpful to find a mentor who can offer advice. Reach out to someone who's held your new position before and ask them how they handled the transition. They can also provide guidance about your career path to help you plan your next goal.

. Changes in industry: When there are changes in your industry or position, it may affect your professional goals. For example, if your industry becomes more reliant on technology, you may find it difficult to advance in your career if you have limited technical skills. Throughout your career, it's helpful to remain flexible and continue learning to adapt to changes that may occur. Read books and articles about your industry to stay up to date on new

trends. Volunteer for new challenges at work to develop or improve your skills. Consider changes to be opportunities for you to continue growing professionally.

Overcoming these challenges requires a multi-pronged approach:

- Setting SMART goals: Specific, Measurable, Achievable, Relevant, and Time-bound goals provide direction and motivation.
- Utilizing available resources: Leveraging workshops, career fairs, online platforms, and educational opportunities to stay informed and upskill.
- Self-assessment and career exploration: Identifying skills, values, and interests through personality tests, career counseling, and informational interviews.
- Developing a growth mindset: Embracing a learning-oriented perspective helps individuals adapt to change and persist through setbacks.
- Building a strong support network: Seeking guidance from mentors, career coaches, and peers can provide valuable insights and encouragement.

generally, as you work towards your goals, be ready to face some poor work conditions. Entry-level jobs will neither pay you as much as you want nor offer all the perks, but these times, too, shall pass. Gain experience, even if in slightly worse circumstances, before aiming higher and pursuing a better dream, and most importantly,

Reference

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Sources

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