

Creation of Personal Career Path: Basis for the Development of Educational Products of Further Education

Marta Matulčíková^{1,*} and *Daniela Breveníková*²

¹ University of Economics in Bratislava, Faculty of Management, 852 35 Bratislava, Slovakia

² University of Economics in Bratislava, Faculty of Applied Languages, 852 35 Bratislava, Slovakia

Abstract. The aim of the paper is, based on theoretical starting-points and empirical research, to describe types of career paths. Diversity of educational needs is reflected in that of career paths. Calculations of the correlation of job position and completed education of the respondent, respondent's mother and father and the correlation dependence of career path and completed respondent's education are presented in tables. Collected information was statistically processed with manual and automated programs: acquired statistics were collected and processed in MS Excel program and GNU PSPP. Based on empirical surveys, it can be concluded that there is a significant correlation between the employment status of both parents. Jobs of both mother and father are dependent on education. It can be stated that education is not such an important factor for the job as it used to be; other factors, such as material resources of the family, prospects of developing their own business, where the respondent can act either in the employer position or in that of self-employed, are important.

1 Introduction

Career is one of the most important aims in human life; it acts as a driving force of its activities. It is a projection of one's own future from working, material and psychic perspectives. Success or failure in one's career is a subjective concept: Everybody has some other ambitions and objectives in one's career, and what some people may consider an achievement, may be a disappointment for somebody else. In practice, we can differentiate between subjective and objective career failures:

- Subjective failure is based on a negative assessment of one's own career by a person himself. One assesses one's own career in relation to own desires, ambitions, interests, ideals as unsatisfactory, although people surrounding this person or his employer may view his career as successful.
- An objective failure in one's career is based on a negative assessment of the career by an employee's environment. The decisive influence is mainly that of the degree to which the employee fulfils the employer's expectations and requirements. The worker may or need not identify with this assessment.
- A combination of preceding possibilities does not mean that the carer is evaluated both by the employee as well as the employee environment.

* Corresponding author: marta.matulcikova@gmail.com

The failure in one's career may have several causes, which could be in employees themselves, their environment or in an employer entity. However, there is a more useful approach than analysing reasons for failure is searching for sources of success of individuals. We may come across with specific sources of personal success, which are based on practical experience of individuals; thus they can be very specific and in some cases can influence the entire career path. There are also joint factors, for instance, the need for permanent activity, creativity, perseverance, flexibility, ability of coping with stress and working under pressure, the aversion to being subordinate to somebody else, etc. These factors shape ambitions and affect a scenario of a particular type of career path.

2 Type of career path and career preferences

The problems of personality typology and career paths have been the subject of intensive attention throughout the entire development of mankind, and not only in academic works but also in practice. Typologies of personality are on the threshold of two scientific disciplines namely psychology and characterology. The first foundations were laid by Hippocrates [1], and further developed by Eysenck (personality questionnaire), Kretschmer [2], W.H. Sheldon in his Personality Theory, Pavlov, and others. Sheldon's physical-psychical typology was further developed by B. Janssen and H.T.A. Whiting (1984) in terms of the body type and extraversion/introversion personality dimension [3]. In more recent periods, we have to mention Holland's theory of career choice known as Holland's Hexagon [4] and Carl Gustav Jung's analytical psychology, which influenced developments in the explorations of personality typology [5]. Morgan, de Bruin, and de Bruin (2015), apply J. Holland's circular/hexagonal theory of vocational personality types in measuring vocational interests [6].

Career has different meaning for different people and may involve not only vertical but also lateral movements. Becker & Strauss (1956) define this concept as "an actor's movements through a social structure over time" [7, p.5]. Career shifts presented in career movement are analysed in works by Edgar H. Schein [8] and E. E. Jennings, who monitored the changes during managers' career [9].

The choice of career path is influenced by attitudes, traditions, as well as by family habits, which have been described by various names, which figuratively capture the essence of career paths, for instance, triangle, ladder, travelling, monkey paradise, and roller coaster [10], but are also referred to in a more specific way, namely expert career path, linear career path, spiral career path, and transition career path [1]. Interactions of personality traits and work behaviour and employee performance have been explored from various aspects, for instance [12, 13, 14, 15]. Other authors point out connections between negative personality traits as for example narcissism, machiavellism and behaviour disorders to corruption inclination [16] Soodeh Hajhosseini, Zedallah Fathi, Hossein Shafiei, (2019). Yen, Cheng, Hsu, & Yen, (2019) focus on the interaction of of career adaptability, career satisfaction, person-job fit, and job uncertainty [17]. Biron and Ravid point out trends in preferred career path in the corporate sector, which is manifested in the offer of alternative career paths to their prospective employees [18] Perception of career success has been explored also in the context of cultural values [19].

Based on analyses and empirical researches carried out under the research project of the Ministry of Education, Science and Sports, Slovak Republic, VEGA No. 1/0309/18 Social network in human resource management, we describe career paths which are accompanied by achievement or failures or limitations in personal career, as follows:

- Linear (ascending) career path – at the beginning of their productive life, an individual chooses a certain field and gradually pursues a career whose level of

achievement depends on the results of their work based on their efforts and skill. The aim of each individual is to rise in their career, which can be achieved within the same institution or can be linked to the transition from one company to another. This way they eliminate the stereotype that an employee perceives in the old job environment. The stereotype acts as an obstacle to their career growth or results in the failure to meet the required performance criteria, the failure to observe work discipline, difficult relationships between co-workers and management, and other consequences.

- Spiral career path – an individual develops in a given area during a certain period of time and then moves to a related or new field within a certain cyclical movement. This movement is associated with enriching one's work and gaining new experience, which can be achieved within one or more organizations.
- Professional career path – the employee chooses a profession for a lifetime, eager to become a recognised expert. He/ she acquires knowledge and skills connected with performing several work activities, gains social skills, is able to be at the head of meeting specific tasks, and has clear visions and desire for their realization. This kind of person can be a team leader and inspires the team to perform the necessary tasks. The employee usually stays in one job and his or her development opportunities are connected with self-improvement issues.
- Variable career path – the emphasis is on the 'work only' principle. It is typical of individuals who randomly move from one job to another without having the ambition to build their careers. They do not have a defined type of work or field of working; this applies to employees for whom the primary goal is to work to receive remuneration. This type of career may be long-term, but it can be also one stage in the career development. The aim is the volume of income and room for non-work activities, while the reconciliation of work and talent, or the overlap of work with the interests and needs of the individual are secondary. This may be due to the lack of interest of individuals in developing their experience, but it may also be a substitute solution in order to keep one's job while taking any job just to work. Often, this type of career path is pursued by less qualified employees who change jobs to improve their wages or salaries, or face problems with work discipline and performance. These people often leave their jobs under pressure of circumstances even on a voluntary basis.
- Independent career path – pursued by individuals who expect a great deal of freedom. They do not want to be overly structured or controlled by their superiors and are not satisfied with just performing their work activities and performing their work obligations.
- Multiple career paths – suitable for individuals who are interested in more career areas and expect to achieve self-realization by diversity in their working life. The individual acquires knowledge and skills associated with performing multiple work activities. The advantage of this orientation is reducing the risk of losing one's job. The disadvantage, however, is the time constraints when one engages in more than one job at a time, compared to one who only performs one job only.
- Discontinuous career path – is associated with individuals who see their self-fulfilment and satisfaction of their needs not only in work activities but also in a

meaningful utilisation of their leisure time. They alternate employment with leisure activities. They are willing to work with different employers and find it important to satisfy their interests and self-fulfilment needs. They choose their employers with regard to earnings; their fluctuation is high, and they often interrupt their work activities due to travelling to other regions.

- Descending career path – is linked to economic and social changes that have affected the labour market when some categories of people have become secondary human resources. For some, the current situation significantly contrasts with the previous stable and even preferred working position. They associate this situation with disappointment, disillusion, and distrust, while the emergence of mental disorders may be manifested by depression, disinterest and low assertive behaviour. Pursuing a descending career is often associated with temporary or more permanent unemployment or a situation when training for a formal system is replaced by unemployment. Career preferences are not only relevant to the individual's knowledge and skills, abilities, attitudes and character traits, but also to family and social background. According to P. A. Sorokin, intergenerational mobility is also essential in addressing career paths [20], which ascertains social rise ascension or descent in the social hierarchy between generations of grandfathers, fathers, and sons. Career of each individual begins with the choice of education, which has its foundations in a family environment and affects the entire course of the career path.

3 Research design

Research in career preparation and its development has been more extensive, and it is not possible to present here its full results and reviews of opinions and the resulting conclusions. This paper deals with part of our research, which focused on the influence of family on the choice of formal education and career development, via presentation of respondents' opinions.

Respondents were human resources with complete secondary education concluded with a school-leaving examination and university education (all three levels), who are employed in selected divisions of section C - Industrial production, according to the Statistical Classification of Economic Activities SK NACE Rev. 2. 2 in accordance with Decree 306/2007 Coll. [21] Respondents were chosen by random selection; specific criteria include:

- Completed education: complete secondary education closed with a maturity examination (approx. GCE) and higher education;
- Currently employed and performing jobs ranging from auxiliary and preparatory jobs up to creative jobs on managerial level.

The research was carried out by means of the interview method and questionnaire method. The interview was used for the purpose of better familiarisation with the opinions and experiences of respondents. Primary data collection carried out by means of interview, was based on questions prepared in advance.

For the purpose of research, a relevant number of respondents was calculated on the basis of the number of employees of explored divisions of section C – Industrial production, amounting to 267 respondents.

Each testing of hypothesis focuses on the verification of the null hypothesis – H_0 . Apart from null hypotheses we determined alternative hypotheses H_1 .

The following hypotheses were determined:

Hypothesis 1:

H_0 : Education of parents does not influence parents' job positions.

H₁: Education of parents influences parents' job positions.

Hypothesis 2:

H₀: Education of parents does not influence each other.

H₁: Education of parents influences each other.

Hypothesis 3:

H₀: Education of parents does not influence respondent's education.

H₁: Education of parents influences respondent's education.

Two kinds of methods were used to statistically process the information collected:

- Manual processing: bar code method was applied in some types of questions.
- Automated programs: acquired statistics were collected and processed in MS Excel program and GNU PSPP Statistical Analysis Software Release 0.8.2-gad9374.

Results of statistical processing are presented in statistic surveys in tables, while the findings acquired are described in words.

4 Research results

The working careers of individuals are associated with value preferences, interests, abilities and internal needs of the individual. The development of an individual's career depends on what opportunities actually exist and to what extent the individual is able to adapt to existing conditions and opportunities and use the opportunities available to build a career that meets certain needs, ambitions, and goals. The family environment has a significant impact in formulating needs, ambitions, and goals. The starting point of the research analysis was to ascertain the correlation dependences of the respondent, mother's and father's job positions at the level of the respondent, mother and father.

Table 1. Correlation dependence of job position and completed education of a respondent, respondent's mother and father

Correlations		Respondent's job position	Job position of respondent's mother	Job position of respondent's father	Respondent's completed education	Completed education of respondent's mother	Completed education of respondent's father
Respondent's job position	Pearson Correlation	1	0,23	0,31	-0,28	-0,17	-0,19
	Sig. (2-tailed)		0	0	0	0,01	0
	Number	267	267	267	267	267	267
Job position of respondent's mother	Pearson Correlation	0,23	1	0,51	-0,12	-0,52	-0,35
	Sig. (2-tailed)	0		0	0,05	0	0
	Number	267	267	267	267	267	267
Respondent father's job position	Pearson Correlation	0,31	0,51	1	-0,23	-0,29	-0,51

	Sig. (2-tailed)	0	0		0	0	0
	Number	267	267	267	267	267	267
Respondent's completed education	Pearson Correlation	-0,28	-0,12	-0,23	1	0,21	0,34
	Sig. (2-tailed)	0	0,05	0		0	0
	Number	267	267	267	267	267	267
Respondent's mother's completed education	Pearson Correlation	-0,17	-0,52	-0,29	0,21	1	0,42
	Sig. (2-tailed)	0,01	0	0	0		0
	Number	267	267	267	267	267	267
Respondent's father's completed education	Pearson Correlation	-0,19	-0,35	-0,51	0,34	0,42	1
	Sig. (2-tailed)	0	0	0	0	0	
	Number	267	267	267	267	267	267

Source: own processing by means of GNU PSPP Statistical Analysis Software Release0.8.2-gad9374.

Based on empirical surveys (Table 1), it can be concluded that there is a significant correlation between the employment status of both parents (0.51). The job is dependent on education, both that of mother (-0.52) and father (-0.51). Father's education also affects the mother's job position (-0.35), but mother's education does not significantly affect father's job position, although there is some dependence (-0.29). There is also high correlation dependence between mother's and father's education (0.42). The level of education completed by the respondent is also influenced by the completed education of the respondent (0.34). The correlation between mother's education and that of the respondent is low, based on the calculated correlation coefficient. The respondent's job position depends on the job position of the respondent (0.31); in the case of the mother, the dependence is low (0.23). Although the respondent's job position is to some extent correlated with education (-0.28), this dependency is more significant than in the case of his parents. Based on this, it can be stated that education is not such an important factor for the job as it used to be; other factors, for instance, material resources of the family, the possibility of developing their own business, where the respondent can act either in the employer position or in that of self-employed (entrepreneur without employees) are important. The possibility of starting one's own business is not connected with the level of education completed. It is complete secondary education graduates who are most often engaged in business and pursue an independent career (Table 2).

Table 2. Correlation dependence of career path and completed respondent's education

Types of career paths	Respondent's completed education				
	Complete general comprehensive	Complete secondary education	University bachelor (35 resp.)	University Master's, Engineering,	University postgrad. (doctoral)

	and follow-up at secondary vocational school (33 resp.)		(96 resp.)				Doctoral. (84 resp.)		(19 resp.)	
	Grad.	%	Grad.	%	Grad.	%	Grad.	%	Grad.	%
Linear	4	12.1	17	17.7	6	17.1	25	29.8	-	-
Spiral	-	-	11	11.5	-	-	12	14.3	-	-
Professional	19	57.6	21	21.9	19	54.4	23	27.4	12	63.2
Variable	-	-	12	12.5	-	-	6	7.1	-	-
Independent	4	12.1	16	16.7	4	11.4	7	8.3	2	10.5
Multiple career	1	3.1	7	7.2	6	17.1	9	10.7	5	26.3
Discontinuous	-	-	3	3.1	-	-	-	-	-	-
Descending	5	15.1	9	9.4	-	-	2	2.4	-	-

Source: own processing based on empirical research

The majority of graduates, with the exception of higher education of the second level, pursue a professional career. For university-educated respondents in master's and engineering studies, the mode is a linear career path and the subsequent performance of managerial functions. This number of respondents was the smallest, as there are few graduates in the enterprises monitored, and they were usually respondents in lower age categories, who are still pursuing their professional careers. The advantage of this orientation is the reduction of the risk of loss of work, the amount of experience, and contacts that are gained in performing one job and can be used in another job. According to respondents' opinion, multicultural orientation brings a significant synergy effect, even though it is very time-consuming. Since our respondents were employees of enterprises, we could observe that there was a group of employees in our research who have experienced a descending career, which was accompanied also with a period of unemployment.

5 Conclusion

The career paths of individuals should be the starting point for the product creation of further professional education and training institutions. Their product policy not only has to be in line with the needs of the labour market, but also with the needs of individuals who want to change their career paths, either voluntarily, due to subjective or objective failure, but also in order to maintain their lifelong employability. The decision-making bodies must also contribute to this trend in shaping educational policy by creating conditions for the establishment and operation of further professional education and training institutions.

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