

Career Management

'Career management needs to take into account the needs of both the organization and the individuals within it. Individuals want a career where there is scope for development and progression, together with opportunities to fully utilize their skills. Organizations need to ensure they have the right people in the right jobs and are building a talent pool for the future. Satisfying these two broad areas of interest inevitably causes tensions but can also provide opportunities. Organizations therefore have to think about how to build and retain the talent they need, while satisfying employee career aspirations.' (CIPD Career Management Survey 2004)

Critique of the above statement

Career management is not an easy job to start with. There are a lot of hurdles that stand in the way of success so that organizations can best achieve their mission and vision that have been set right at the onset. The goals are always in line with the set aims and objectives and for all these things to happen in the first place, it is of paramount importance to recruit the right kind of people - people who can deliver the

goods when the going gets tough, and even when it is not that tough!

Career management looks at the aspects which discuss the recruitment of staff that can bring about a change in the day to day operations of the company and not only that but also deliver to their individual maximums. This means that there is tremendous room for improvement both from the individuals' perspectives as well as from the company's standpoint, since the company is the one which can benefit in the long run, in terms of revenues, increasing sales trends, changing (and positive) consumer recognition models and recall patterns and so on and so forth. The effective handling of staff ensures that their careers are developed in a proper and adequate manner and there is understanding between the corporations and their staff members. Career management's main task is to maintain the careers of the employees who have been enrolled on the active roster of an enterprise or a company and thus bolster their careers in the light of growing trends, changing circumstances and problems that might arise from time to time. This also means that employees are better understood by the organizations not only with regards to their own individual standpoints but from the whole industry's stance as well. This can be a positive sign since people would trust the initiatives which are taken by the corporations and thus aspire to contribute in a better and more

productive manner as and when the need arises. In fact this will be a proactive step rather than the one that needs encouragement and a pat on the back every now and then. Proactive efforts would reap far better and more fruitful results than a company which just praises once an employee does something extraordinary. Career management is not a new field that comes under the management of human resources in organizations rather it is one tenet which needs to be discussed at length as the same was missing in the past, as far as organizational ranks are concerned.

Advances in different fields of technology have done a great deal to produce miraculous devices and solutions. In some circumstances however, these advances have created problems for the elderly. More aggressive technology approaches are used to extend the life of the elderly. On the whole the elderly, as well as others, welcome that development -- even if they fear some of its consequences. In this context, here we discuss the health information management profession and the careers attached with the same. A number of different institutions and educational centers have of late endeavored to expand their business and hence the field of imparting education by recruiting physically fit men and women. Specifically so because of the reason that these people, both men and women get along with the young students quite well and treat them much like

their own sons and daughters. They, for that matter, do not have any problem mingling to terms with these students and hence the atmosphere of these educational centers and schools have really taken a fresh change ever since women have been inducted in them. But all in all, the problems women face in these educational institutions and office places are aplenty and need to be dealt with in a stern manner, because health and wellness is one such factor that must be shed light upon by all and sundry. To quote as an example, Medical transcriptionists' duty is to listen to the already recorded tapes that are made by physicians as well as other health care professionals and then write them into medical reports, correspondence and for a whole category of varied administrative material. Medical transcriptionists have to listen to recordings on a headset whereby they employ the use of a foot pedal to pause the recording whenever they think it is necessary and thus key the text into a personal computer or at times word processor. Meanwhile they also edit for checking the grammar as well as ensure clarity. The documents they produce include discharge summaries, history and physical examination reports, operative reports, consultation reports, autopsy reports, diagnostic imaging studies, progress notes, and referral letters. The health institutions and hospitals where women usually work and give their best are generally the places where they feel the

most asocial and experience unfriendly relationships with everyone involved in the workplace. Thus this can hamper their spirits and lead them into depression and anxiety, a factor that comes under the health and wellness of people working in the office environment. These men and women some times, find themselves as being unusually burdened due to excessive piles of work files and all, which results in the fact that they force their chances that they might have any in indulging in practices that help them in engaging in the fields of research and publication. This holds true for women who are in the field of teaching and are mostly occupied by students' text copies, which are in colossal numbers, to check them and return the same as soon as they possibly could. The health management profession in the time like that of today is more vehement as well as ones that provide a fierce rivalry between the different colleagues working in that environs. This is quite different to what was witnessed some decades ago in the similar settings of office workplace. People who are more preferably referred here as the professionals have made their marks in the specific business or traits they do and do well, so much so that they have broken their lives into many different realities, one such being their job from the health perspective. Others include their families and different significant relationships that they might have in their personal lives. It is possible but not usually that these

lives mingle with each other. Men in some cases and women in a number of them are at the receiving ends of their life when they have somewhat difficult times coping with their personal as well as professional lives and not to forget the health that deteriorates during all this while. The problems thus quoted entail from minor ones to that of major significance, in their lives as well as their dependents'. Many people have been able to find out the reason for a man or a woman to be unhappy about this entire scenario at the health institution. A company can move from a position of stability to one of a complete unstable stance as it acquires different means of gathering the market and its driving factors that come along with it. The firm has to change its position with the changing times otherwise it will literally vanish away from its competitors and more so the customers, for which it actually exists. It must bring about certain efforts which are geared up to make it sound, look and eventually feel different from the rest of the lot and in the long run, have a selling proposition in it and in its products that help it in winning the customers time and time again. Similarly, it needs to make sure that its staff members and employees are amongst the best in the industry and that they can relate with the norms and routines of the top corporations working hand in hand with each other but competing on the business level. In order to earn profits on the part of a

company, it is deemed very necessary for a company or a business firm to do something different than the rest of the lot so that it is considered as an entity that provides value and meaning for its customers different from the rest of the remaining lot. This value can be in the form of provision of a totally different and novel service that the company might give at a particular period of time or bring in certain activities that mesh along well with the company's varied products which are actually being sold under the umbrella of the company's name. Hence the changing market structure might call for changing strategies and lines of action that would all target the people for whom the product is actually designed as well as the competitors with whom the clutter is being broken in the environs of the marketplace. Thus competition brings in more and more quality at the end of the company with regards to its products as well as more sales in the form of its varied and changed stance on focusing towards the customers rather than the product itself. Apart from that, emphasis on need must be the order of the day rather than bringing out more and more varied stock key units just for the sake of it. The different products should satisfy each and every user rather than satisfy the people sitting in the innovation labs and those who invent just to take the company one step further. This trap should thus be avoided under all circumstances. For all this to happen in the

first place, it is indeed significant to understand the notion attached with hiring the right kind of people, who have the exact attitude and skill set which can benefit not only the company in the long run but also provide help towards their individual careers' growth.

In the end, it would be rightly stated that indeed the career management task is a difficult proposition, one that needs to be seen and understood in the proper contexts before deliberating upon the very same. It also means that organizations need to decipher the sentiments, demands and even the basic requirements of the people who are working for them, day in day out. More than anything else, this is a symbiotic relationship, one that benefits both the parties and hence focus should be on the linkage in a broad perspective rather than the one which only discusses of the gains towards the organization's account and forgets the one that lies on the part of the employee or the staff member. After all, it is a fundamental right of an employee to ask for proper compensation when he/she delivers his/her best in the workplace and thus this symbiotic relationship emphasizes the aspect which balances the two of them on a common platform. Organizations therefore need to think from the longer term standpoint and devise on particular methodologies which ask for providing more and more gains in terms of bonuses, compensations, incentives and rewards to their

employees. The upward trend in the field of career management will continue to be like this and with the passage of some more time, we are surely going to witness drastic changes in the manner in which employees would be able to manage their professions, their jobs and indeed their own selves. All said and done, it is the duty of the organizations to understand the desires and wants of their employees and in return the employees must make sure they give in their best no matter how trying or tough the circumstances are, say at a given point in time.

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