

STUDY REGARDING THE MOST ATTRACTIVE DOMAINS IN CAREER MANAGEMENT PROCESS FOR PRE-UNIVERSITY STUDENTS

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Abstract: The objective of this article is the practical illustration of the importance of high school career management process by means of the research results.

This process runs on a long and arduous time, of course, depending on the context and the personality of each individual. To get to the first step, either it is about a professional field or any area of human life, all the way until there and forward must be well defined and mapped. The outlining of the objectives, direction and action plan is based on clear and specific things that will lead to everyone goals.

A positive thing is that the educational and professional offerings are in constant change and growth. Also can be reach a better knowledge of working environment, to a collaboration between skills, capabilities and needs, which lead the individual on the best way to choose a suitable and satisfying career by all point of view.

Both, people in higher and academic education along with career counselors can help greatly to a better knowledge of themselves and a better career choice among students, because the attention we gave to career and it's management at young ages can bring better results in the long term.

The object of investigation was operationalized through closed questions, both dichotomous, meaning questions with only two answers: „Yes” or „No”, „Urban” or „Rural”, „Male” or „Female”, and questions with choice answers, also named semi opened. Through open questions used in the questionnaire we fully noticed which are students' preferences for a certain profession, how their professional desire evolved, what made them choose a certain profession, how do they obtain information about different professions in which they are interested in.

Key words: career management, students, jobs, occupational area, career plan.

Introduction

The concern in quality and developing human resources is more and more intense because modern management focuses on man as the main factor of organization success (Abrudan and Novac, 2010). Each future employee will be responsible of his own development and has a great responsibility in achieving their personal goals. Even more, the chosen career speaks itself about the person, its values, interests and preferences, although all these are discovered in time, through a complex process of self knowing which may develop during the entire life.

With the word "career" two terms, often found in management sciences, are related: career path and career management. Most often the term career is examined in two ways: in one career is seen as a structural property of an

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occupation or an organization (Forsyth, 2002). In another approach, the career is regarded as a property of the individual, personal trait than the term in this way the position in an organization (Bajdor and Grabara, 2011).

An important aspect is that each person's principles, during his life, are to choose the best way on educational and professional plan existing a strong relation between these. Any aspect which targets a person occupation belongs to entirely by himself, and what really matters in not necessary the native intelligence, but dexterity he uses in finding the right profession (Grigoriu, 2012).

Hypothesis formulation and objectives determination

In the process of making any kind of questionnaire it is imposed a stimuli selection in relation to the research hypothesis. Question formulation way contains the hypothesis that the students show interest in choosing a job, based on this interest are certain stimuli like: beauty of profession, the prestige they are enjoying, personal aptitudes, the offered earnings possibilities, the needs of staffs or other personal reasons.

Through this investigation we followed to identify the students state of concern for knowing themselves, the way students consider that they are cataloged by their teachers and interest in a certain profession.

We watched the students concern about professional desire on different evolution levels and depending on the degree of fixation for a certain job. We also watched what determined the students to choose a certain profession and how much do they know about the chosen profession.

Another objective watched in this investigation was the identification of student's number that benefited in counseling and orientation services about career until that moment, and also the number of students that are desirous to follow a training module about counseling and orientation problems in career. The most important 21st century competences can be grouped in five broad categories: analytical skills, interpersonal skills, ability to execute, to process information and capacity for change (Suciu and Lăcătuș, 2014).

Hypothesis formulation and investigation objectives are watching to identify the number of pre-university students that shows interest in their future career and that are concerned in planning a career and knowing their own possibilities and capacities.

Investigated population

The taken into account population refers to the 844 students from Alba Iulia in the years 2012-2013 and it is formed from students of the IXth, Xth, XIth and XIIth grades from college. A concern for this study was represented by the students of XIth and XIIth grades, in a total number of 379.

Table 1. The investigated sample on class levels

Class levels	Class	Number of students
XI Total number of students: 177	XI A	30
	XI B	29
	XI C	31
	XI D	29
	XI E	29
	XI F	29
Class levels	Class	Number of students
XII Total number of students: 202	XII A	30
	XII B	31
	XII C	29
	XII D	29
	XII E	31
	XII F	24
	XII G	28

This research investigation universe was chosen because it watches making a counseling program about career which is applicable in pre-university area in Alba Iulia, High School showed interest in developing a long duration partnership with the university, between pupils and students, between school and community, showing support and trust in orientation activities direct towards students professional development at this institution.

Another important aspect in choosing this population was the fact that through this students are girls and boys, in balanced proportions, and most of the students come from the general schools from the municipality and from the 12 limitrophe commune which are not very far away from Alba Iulia.

Creating the sample

For numerical estimation of the parameters of a population it starts from observation a sample, which is in fact the scale reproduction of the structure of the research universe. As investigators, were the teachers from College, using the grade criteria (XIth and XIIth). It was concerned through this research a sample built from a total number of 379 students organized on class levels.

Were prepared 379 questionnaires, being actually questioned only those who expressed desire in answering the questions, meaning 313 students, from grades XIth-XIIth, from Alba Iulia. This sample is representative for the mentioned school population, being possible to archive the results extending for this research because the proportion of the questioned persons from each category, reported in the total number of the sample, it reproduces as exactly as possible their proportion from the entire population used in the research.

The questionnaire presentation

This research is based on a questionnaire of interests which watches the relationship between the career planning process and choosing the profession by the pre-university students. The applied questionnaire is one of optional data, targeting objective facts, susceptible to direct observation; the obtained information is questioned only in cases of intentional error.

This kind of research is frequently used in school collectivities; it is about a self-managed questionnaire collectively. The questionnaire is structured on a succession of questions grouped as it follows:

- 6 open questions, which had permitted to the subjects open and personnel expression, adding in a plus in knowing the population personality;
- 5 close questions of dichotomous type, in which we can chose from only two answers options, with which the exact identification of the subjects was realized;
- 7 close questions with choice answers, which allowed gathering important information about: the way that student consider to be cataloged by their teachers, what determined the students to choose a certain profession and how much they do know about it, etc.

Data processing

Of the total questionnaires applied to the students from the XIth-XIIth grades, a number of 13 questionnaires were considered null because they were incomplete or the answers were not relevant, for this reason the questionnaires were not analyzed.

After the questionnaire was applied to the students by the investigators, we registered the answers from the close questions from all 300 questionnaires in a data base. After, the answers were summed on columns depending on the option chosen by each respondent, finally being a clear evidence of the variants preferred by the students.

Results analysis

It is observed that in the chosen sample exists superiority in number of 88% of those who are concerned in knowing their own person, fact which proves that a first step in the process of planning the career exists. These students also fit in the category of those who answered that they also thought at aspects concerning choosing their profession, in proportion of 90%.

It is a positive thing that these affirmative answers weight much because the efficiency of a planning career process is directly related to skills which students obtain in areas as self-knowledge with exploring and structuring information about themselves and the part that refers to collection information about educational and occupational opportunities.

Another positive aspect is represented by the way students consider they are appreciated by their teachers. The version with the highest weight is that students consider they are appreciated by their teachers exactly as they are in proportion of 80%, while the other two versions are less chosen; in proportion of 15% the version that they are appreciated worse than they really are and in proportion of 5% the version that they are appreciated better than they really are. This fact reveals the students need in being appreciated at their real value, the need of interacting with their teachers, the communication need, all these aspects also contributing in developing a harmonious personality which integrates better in society.

By the goal of stimulating the self-knowledge activity another question from the questionnaire refers to the evolution of the student's first desire which in proportion of 37% remained unchanged, in higher proportions, of 43% knew some changes and in proportion of 20% was replaced by new ones. These close values show that the concern upon the first profession is at short distance from the concern regarding some changes or even new professions.

The weight of those who really want to follow the chosen profession and also the weight of those who have not fixed upon a certain profession is the one which reveals the knowledge degree of their own person, and also of the occupational area. A short number of students had chosen more options having in view possible failures, fact which proves the need of a career plan and of a career counseling and orientation process.

Emerges as main factor in choosing the profession the possibility of earnings which the chosen profession in 38%, followed by three close options as number: personal skills in 20%, beauty of chosen profession in 19% and with a 17% the prestige the chosen profession has. On the opposite side of elections, in much lower proportions, of 4%, and respectively 2%, is situated the need of staffs in this area and other reasons, as passion and wish for a profession.

A problematic aspect is represented by the knowledge level about the chosen profession because 64% claim they don't know enough about the chosen profession, fact which can be improved through counseling and orientation programmes, through learning a management career process and applying some tests with the intention of correlating the students interests with the occupational offer.

In what concerns the existing relationship between choosing the profession and planning the career, the results completely justify the need of a programme with counseling and orientation in career because 78% from the respondents have not benefited a service like this, the choice being made without really knowing the important aspects which are related with career management.

In proportions of 49% students tendency is to follow a preparation module about counseling and orientation in career, fact which can lead to developing students constructive interests in what concerns management career process.

Conclusions

The conclusions which arise from this work refer to the fact that always planning the career may help a person to improve in a continuous way, having higher chances in a successful career.

We consider as a problematic aspect the knowledge level about the chosen profession because major part of the students claim they don't know enough about the chosen profession, fact which may be improved through counseling and orientation programmes, through learning a management career process and through applying some tests which correlates the students concerns with the occupational offer.

The low level of knowledge in students is a problem in career decision, because many of them argue that they lack sufficient information about an area or another. This leads to the neglecting of a possible road to a successful career or at least to neglecting a start in professional life, which can be a springboard to a successful choice among a field of study, profession and even career.

Management is not just a word used to describe the planning, organizing, directing and controlling. Management is an expression, is a metaphor that can describe any of us when we want to improve our perspective, when we want more and we take steps to have more, when we learn and when we put this into practice what we have learned.

Career management and planning processes are tools that will always be useful. Personal and professional development, career planning, the road to a successful career, all runs parallels with the education, knowledge and desire for information. For the most effective management and career guidance, it is recommended that all these features to work together, because nowadays successful-careers can only be achieved through the best management of educational and personal life.

This work was financially supported through the project "Routes of academic excellence in doctoral and post-doctoral research - REACH" co-financed through the European Social Fund, by Sectoral Operational Programme Human Resources Development 2007-2013, contract no POSDRU/159/1.5/S/137926.

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BADANIE DOTYCZĄCE NAJBARDZIEJ ATRAKCYJNYCH DOMEN W PROCESIE ZARZĄDZANIA KARIERĄ DLA STUDENTÓW PRZEDUNIWERSYTECKICH

Streszczenie: Celem niniejszego artykułu jest praktyczna ilustracja znaczenia procesu zarządzania karierą szkoły średniej przy pomocy wyników badań.

Proces ten przebiega w długim i żmudnym czasie, oczywiście w zależności od kontekstu i osobowości każdego człowieka. Aby dostać się do pierwszego etapu, albo chodzi o pole zawodowe albo o jakąkolwiek dziedzinę ludzkiego życia, która do danego momentu i naprzód musi być dobrze zdefiniowana i odwzorowana. Przedstawienie celów, kierunku i planu działania opiera się na jasnych i konkretnych kwestiach, które doprowadzą każdego do celów.

Pozytywną rzeczą jest to, że oferty edukacyjne i zawodowe podlegają ciągłym zmianom i rozwojowi. Może być również osiągnięta lepsza znajomość środowiska pracy, do współpracy w zakresie umiejętności, możliwości i potrzeb, które prowadzą jednostkę na najlepszą drogę, aby wybrać odpowiednią i satysfakcjonującą karierę z każdego punktu widzenia.

Zarówno ludzie z wyższym i akademickim wykształceniem jak i doradcy zawodowi mogą w znacznym stopniu pomóc w lepszym poznaniu siebie i lepszym wyborze kariery wśród uczniów, ponieważ uwaga, jaką poświęciliśmy karierze i jej zarządzaniem w młodym wieku może przynieść lepsze rezultaty w perspektywie długoterminowej.

Cel badania był zoperacjonalizowany przez pytania zamknięte, zarówno dychotomiczne, czyli pytania z zaledwie dwóch odpowiedzi: "Tak" lub "Nie", "Miejski" i "Wiejski", "Mężczyzna" albo "Kobieta", jak i odpowiedzi polegające na wyborze, nazywane również częściowo otwartymi. Poprzez otwarte pytania wykorzystane w kwestionariuszu w pełni zauważyliśmy, jakie są preferencje uczniów dotyczące danego zawodu, jak ewoluowały ich zawodowe pragnienia, co spowodowało, że wybrali określony zawód, jak uzyskują informacje na temat różnych zawodów, którymi są zainteresowani.

有關研究生涯管理過程中最有吸引力的界別大學預科生

摘要: 本文的目的是高中生涯管理過程中的重要性的研究成果的手段的實際例證。這個過程當然，運行在一個長期而艱鉅的時間，根據不同的情況和每個人的個性。去的第一步，它要么是一個關於一個專業領域或人類生活的任何領域，一路直到有和向前必須很好定義和映射。的目標，方向和行動計劃的大綱是根據明確和具體的事情，這將導致每個人的目標。一個積極的事情是，教育和專業產品是在不斷的變

化和成長。還可以達到更好地了解工作環境，技能，能力和需求，從而導致在選擇一個合適的，滿意的職業，所有的觀點的最好辦法個人之間的合作。無論人們在更高學歷教育與職業顧問可以大大有助於更好地了解自己和更好的職業選擇學生中，因為重視，我們給了事業和它的管理層在年輕的年齡可以在長期內帶來更好的結果。調查的目的是通過封閉的可操作性的問題，無論是二分，這意味著只有兩個答案的問題：“是”或“否”，“城市”或“農村”，“男”或“女”，並選擇答案的問題，也叫半開。通過我們充分注意到了調查表中使用開放式問題這是學生的喜好有一定的職業，怎麼自己的專業發展願望，是什麼讓他們選擇某種職業，難道他們是如何獲取不同的專業中，他們感興趣的信息

關鍵詞：職業生涯管理，學生，工作，職業領域，職業生涯規劃