



Personal growth and key competences indispensable for professional career development in a knowledge-based-society

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ABSTRACT

This paper presents the results of a personal research study on personal growth and key competences indispensable for professional career development in a knowledge-based society. The topic of the article was taken to get the answer if personal development has an influence on professional development in knowledge-based society. The best form of personal development and key competence were identified needed developing career in knowledge-based society. Benefits results from development knowledge-based society have been tested in aid of developing professional development and factors blocking an employee and his career in knowledge-based society. In this article a new non-linear conception of work career and an approach to it by a new generation WLB (Work-Life-Balance).

Keywords: personal growth; key competences; professional career development; knowledge-based society

1. INTRODUCTION

Research on personal growth and key competences indispensable for professional career development in a knowledge-based society carried out in March 2014 proves that professional development in a knowledge-based society is conditional on personal growth. Building up a knowledge-based society and economy relates to science, research and development activities, advanced technology industry, business services and also the information society,

and it marks a certain stage of changes in this civilization. [1] Factors that breed success include knowledge, innovations, scientific research as well as ability to commercialize it. [2] In this type of society a new model of understanding of what underlies a professional career is found. Professional life is initiated by different careers. Obtaining knowledge and its commercialization within the scope of a career becomes its main determinant. A career pursued with passion, involvement and fulfillment is of truly significant importance, which has been proved by the research conducted by the authors of this paper. Although the respondents are not typical representatives of Generation Y and only tend to support eco boomers' priorities specified in the concept of work-life balance.

The presented research results show that material benefits resulting from career development are no longer considered satisfactory. Traditional linear concept of a career, which we were all used to, loses much of its former significance when faced with a knowledge-based society. According to a non-linear concept career constitutes a sequence of promotions within the same job or different jobs, of which every subsequent one is better than the previous one regardless of the jobs done earlier or organisational hierarchy. [3] The idea of climbing an organisational hierarchy ladder vertically upwards is no longer valid as opposed to the traditional approach. The new approach, on the other hand, shows that a career is supposed to be treated as a step towards self-actualisation and fulfilling one's own life ambitions [4].

2. FORMS OF PERSONAL GROWTH AND THEIR INFLUENCE ON PROFESSIONAL CAREER DEVELOPMENT IN A KNOWLEDGE-BASED SOCIETY

Research into personal growth and key competences necessary for professional career development in a knowledge-based society carried out in March 2014 in Częstochowa Coaching Club on a group of 100 respondents interested in personal growth (aged between 30 and 40) showed that 100% of the respondents totally agree that personal growth affects professional career development in a knowledge-based society. [5] Exactly 80% of the respondents are of the opinion that personal growth affects career development rather significantly, 19% think that it is of average importance, while 1% think that personal growth has very little influence on professional development. Three most important forms of personal development were specified and those included: Professional Coaching (Business Coaching, Executive Coaching) – 69%, Coaching Live – 45% and traditional training – 45%. Of lesser importance were considered the following: on-line training (23%), mentoring (31%) and peer coaching (a new form of group coaching aiming at participants exchanging their experiences) – 18%.

3. COMPETENCES WITH THE GREATEST EFFECT ON CAREER DEVELOPMENT IN A KNOWLEDGE-BASED SOCIETY

The survey respondents were of the opinion that the key competences indispensable for the development of professional career in a knowledge-based society included building good relations (78%), being open to other people's knowledge (72%), creativity and innovativeness

(61%), sharing one's knowledge (58%) and self-management in time (57%) (Fig. 1). Employers' survey conducted in 2010 with regard to the role of logistic education in preparing graduates for present job market presented in a paper by Beata Ślusarczyk, Sebastian Kot Logistics Education as a Way for Unemployment Reduction, proceedings of the IETEC'11 Conference, Kuala Lumpur, Malaysia, 2011 notices the importance of soft skills in university graduates. "The respondents also indicated that graduates should be characterized by responsibility (21.4%), creativity (19.5%) and ability to work in a team (17.4%)." [6]

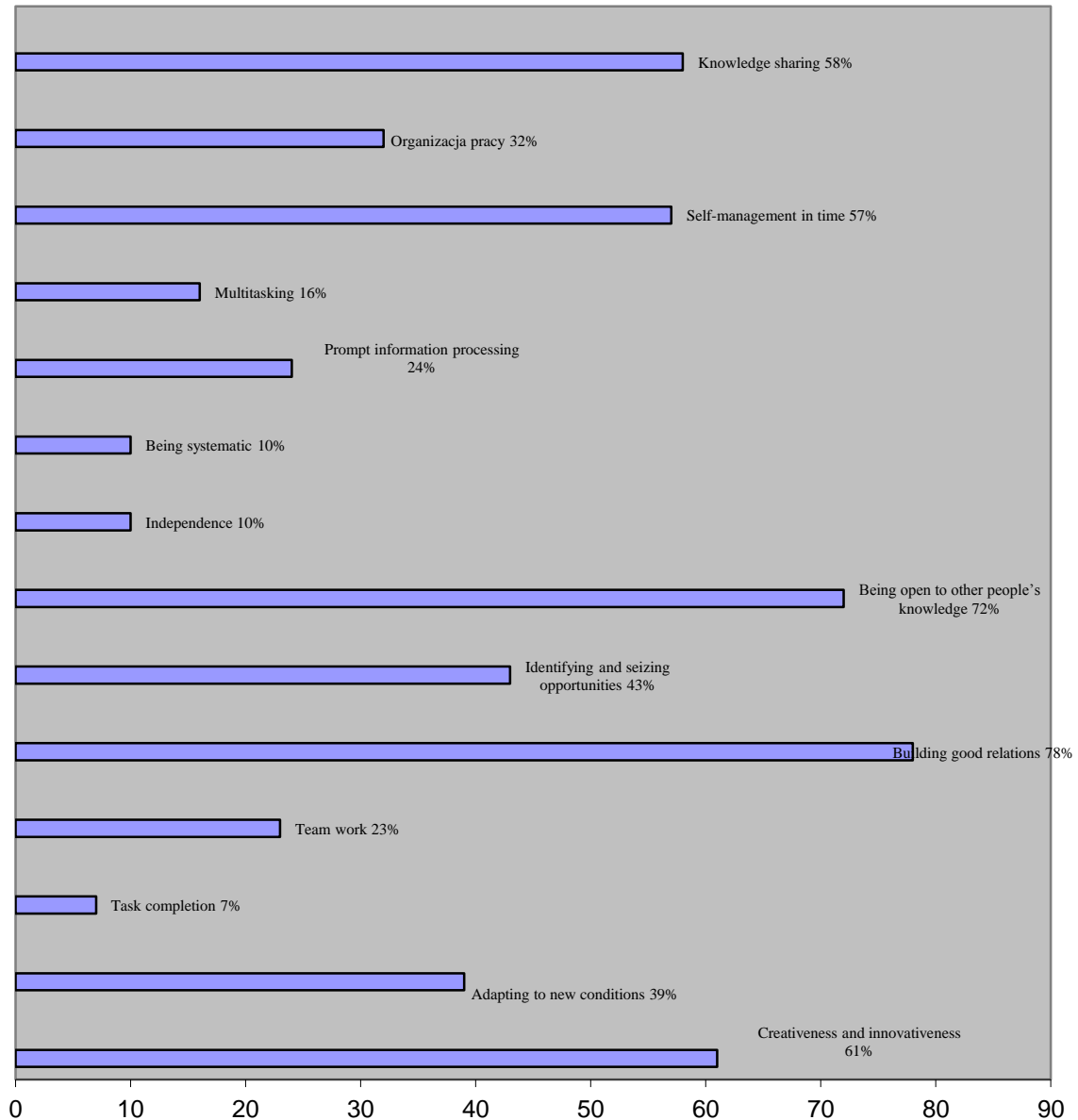


Figure 1. Key competences indispensable for professional career development in a knowledge-based society

Source: Prepared by the authors on the basis of a survey conducted in March 2014

Moreover, it is also thought that most significant in career development in a knowledge-based society are creativeness and innovativeness – 61%, building good relations – 78%, identifying and seizing opportunities – 58% and being open to other people’s knowledge – 52% (Fig. 2). [6]

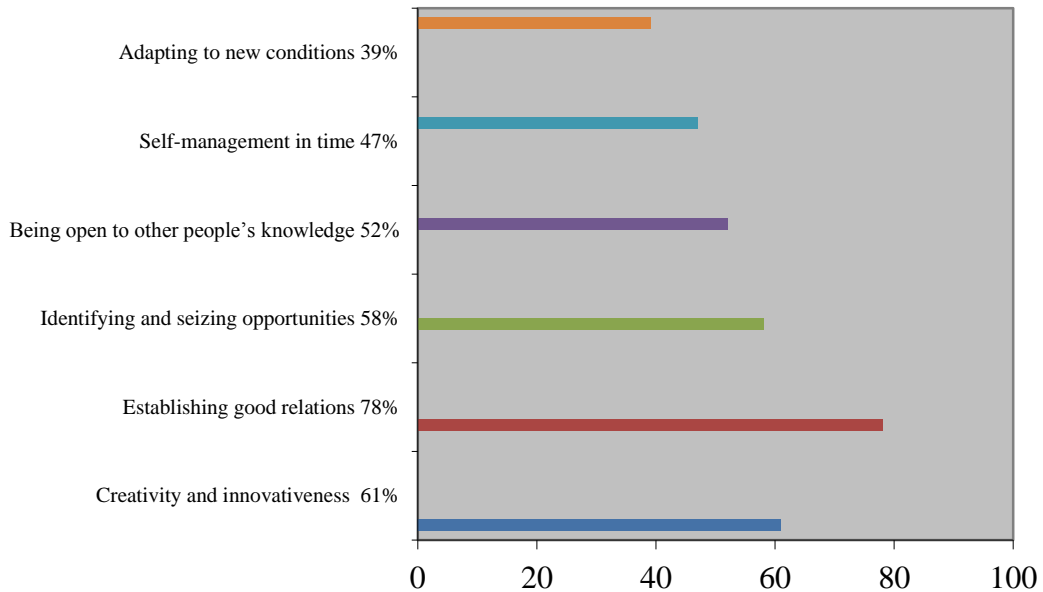


Figure 2. Competences with the greatest effect on career development in a knowledge-based society
Source: Prepared by the authors on the basis of a survey conducted in March 2014

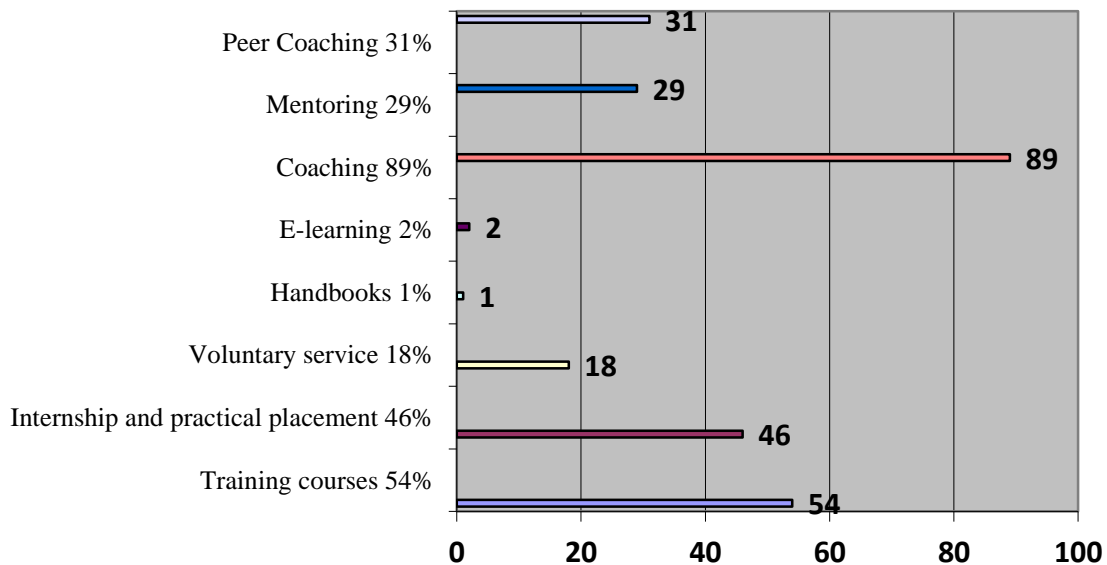


Figure 3. Best ways of developing key competences having greatest effect on career development in a knowledge-based society

Source: Prepared by the authors on the basis of a survey conducted in March 2014

The competences which were noted lower in personal growth and its influence on professional career development in a knowledge-based society included team work, task completion, independence, being systematic, efficient information processing, multitasking and work organization. When asked about the ways of developing one’s key competences with the greatest effect on professional career development in a knowledge-based society most respondents indicated coaching (89%), training and training courses (54%), and further on internship and practical placement (46%), Peer Coaching (31%) and mentoring (29%). E-learning was popular only with 2% of the respondents while training videos were not indicated by the respondents at all (Fig. 3).

4. FACTORS CONTRIBUTING TO CAREER DEVELOPMENT RESULTING FROM PERSONAL GROWTH AND HAVING KEY COMPETENCES IN A KNOWLEDGE-BASED SOCIETY

In the conducted research factors were identified which prove that career development results from personal growth and having key competences in a knowledge-based society: self esteem and a sense of fulfillment (84%), and a feeling of harmony in one’s life (75%). Factors which came next comprised improved self-confidence (46%), respect of and by others (42%), finding it easy to share one’s knowledge with others (36%), financial satisfaction (30%) and satisfying higher-order needs (20%) (Fig. 4).

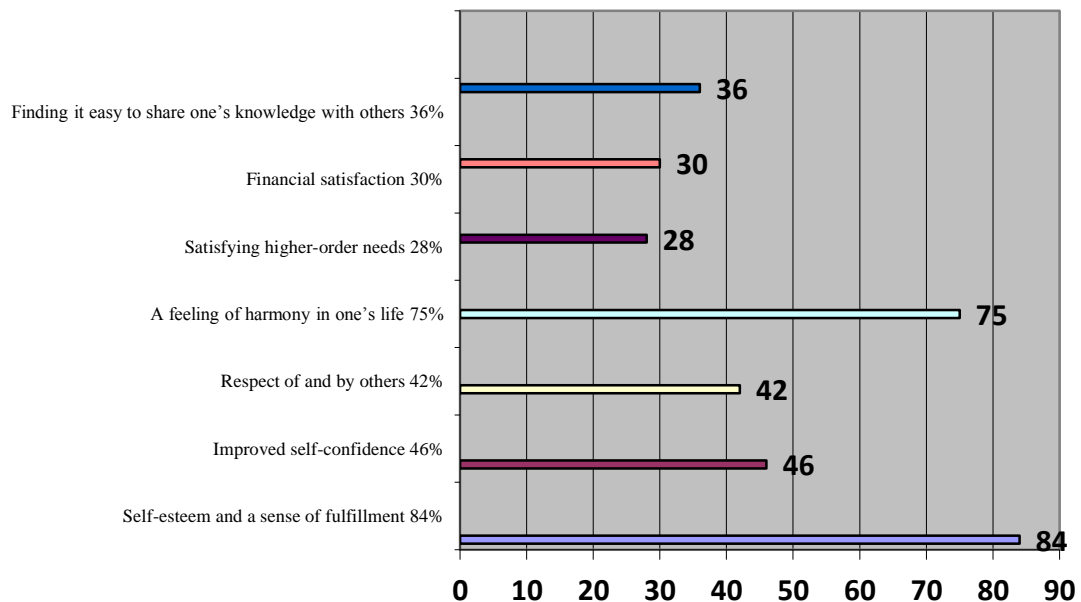


Figure 4. Factors proving that career development results from personal growth and having key competences in a knowledge-based society.

Source: Prepared by the authors on the basis of a survey conducted in March 2014

Next, factors were selected which contribute to career development resulting from personal growth and having key competences in a knowledge-based society: being open

(91%), willingness to act (69%), involvement (55%), readiness to pursue continuous development (55%). Next followed such factors as cooperation (45%), trust (36%), satisfaction with undertaken actions (34%) and willingness to share one's knowledge (33%) (Fig. 5).

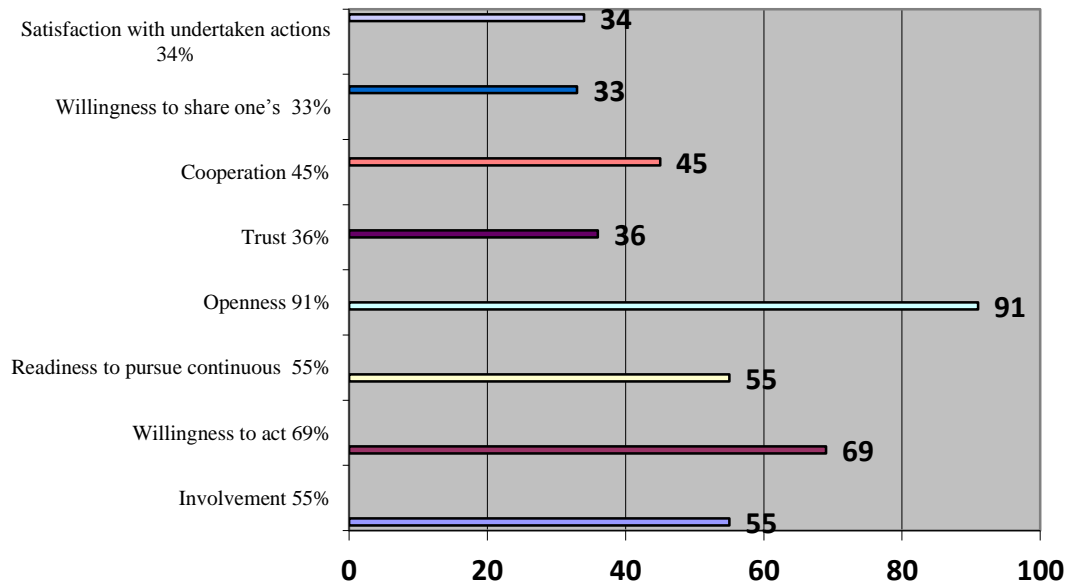


Figure 5. Factors contributing to career development resulting from personal growth and having key competences in a knowledge-based society

Source: Prepared by the authors on the basis of a survey conducted in March 2014

5. BENEFITS OF PERSONAL DEVELOPMENT AND CAREER BLOCK IN A KNOWLEDGE-BASED SOCIETY

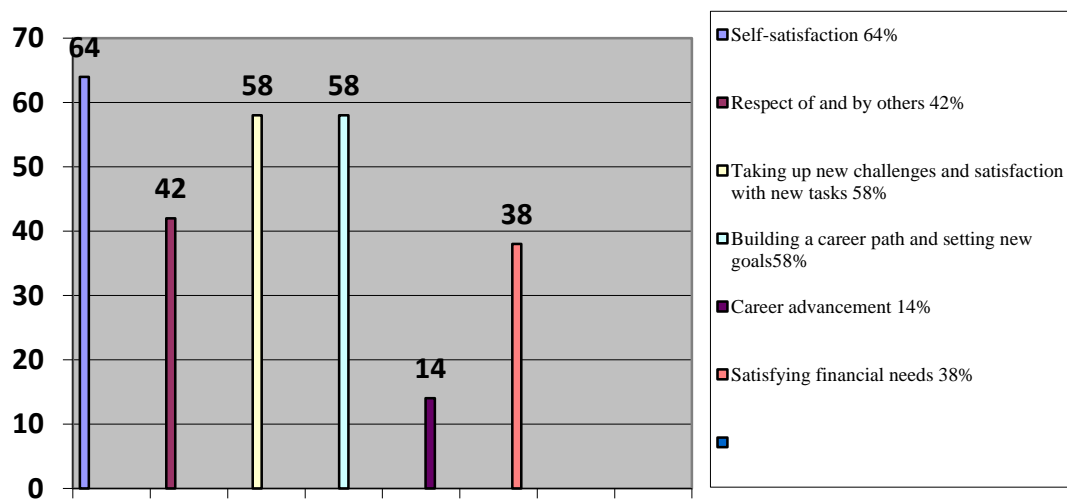


Figure 6. Benefits of personal development and career block in a knowledge-based society

Source: Prepared by the authors on the basis of a survey conducted in March 2014

Participants expect specific benefits from career development resulting from personal growth: self-satisfaction – 64%, building a career path and setting new goals – 58%, taking up new challenges and satisfaction with new tasks – 58%, respect of and by others – 42%, satisfying financial needs - 38% and career advancement – 14% (Fig. 6). [7]

All the survey respondents in 100% agree with the opinion of the new WLB generation (Work-Life-Balance – it is important to have a balance and harmony between work and private life.) Both professional achievements and life pleasures matter.

WLB generation wants to work in a pleasant atmosphere and have clearly defined short-term goals. Establishing good relations between team members plays a significant role (respondents declare to be able to establish good relations in 81%), which can be a key element in building loyalty to the company among young people who have a well developed need to belong.” In a study on future competences 2014 presented in the Two Worlds Report, conducted by Stowarzyszenie ABK and Instytut Liderów Zmian, 93% of the participants, both students, graduates and employers, showed that the most important motivating factor is earning money to support the family, 87% of employers selected earning money to develop a passion as a motivation to work, and 81% were motivated by a wish to specialize in their field. According to a comment published in the Two Worlds Report by an expert on the labour market and labour law, an international management coach – Monika Iwaniec – “Studies show that man needs at least 10 gestures of appreciation daily to feel well. Superiors not always know how and when they should offer enhancement to employees, especially young people. Young people are Generation Y employees aware of their value, brought up in well-being and general access to goods and technology. They have great ambitions and expectations especially with regard to opportunities for development and clear career paths, flexible working hours and high salary, immediate feedback or individual approach to employee. [7]

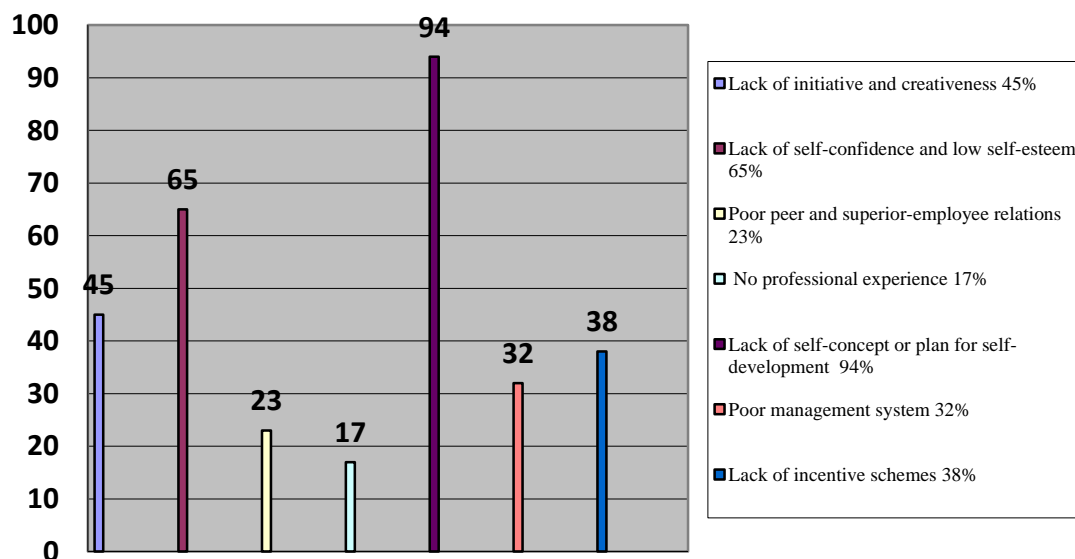


Figure 7. Factors blocking the employee and his/her professional development in a knowledge-based society

Source: Prepared by the authors on the basis of a survey conducted in March 2014

According to the survey respondents what blocks the employees and their career development in a knowledge-based society is lack of self-concept and no plan for self-development. This is what 94% of them think. Other factors responsible for blocking the employee and his or her career development in a knowledge-based society include: lack of self-confidence and low self-esteem – 65%, lack of initiative and creativeness – 45%, lack of incentive schemes in an organization – 38%, poor management system – 32%, poor peer and superior-employee relations – 23% and no professional experience – 19% (Fig. 7).

All the respondents participated in some form of personal development. The frequency of respondents' participation in forms of personal development to develop key competences necessary for career development in a knowledge based society is also important. Such activity is taken once a month by 50% of the study participants. 27% work on their development every day and 23% once a month (Fig. 8).

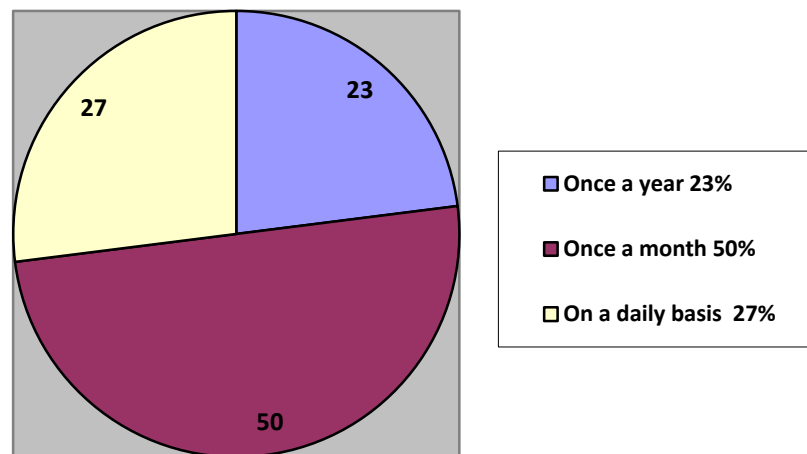


Figure 8. The frequency of participation in forms of personal development to develop key competences indispensable for career development in a knowledge based society
Source: Prepared by the authors on the basis of a survey conducted in March 2014

6. CONCLUSIONS

The results of the study can lead to a conclusion that personal growth conditions a person's professional development in a knowledge-based society. Whether a manager supervising Generation Y succeeds will depend on how skillfully he/she will integrate the team on the basis of a specific plan for the team's activity, open relations with employees and care for career paths of individual team members. As a result of taking the topic of the article and researches that personal development has an influence on developing professional career in a knowledge-based society has been presented. Different forms of coaching were identified as the best forms of professional development. It was demonstrated that good relationship, identifying and seizing opportunities, being open to others people knowledge which in aid of developing professional career there are first of all low self-esteem, taking up new challenges, satisfaction from setting new tasks, building a career path, mark out new goals to realize them. There are main factors blocking an employee and his professional development in a

knowledge-based society such as a lack of self-confidence, initiative, creativity it required developing soft skills in the field of emotional intelligence. The result of the topic witch was noted above that personal development let individuals exist better in the face of observing professional career and its developing in a knowledge-society.

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