

Career Transition Of Professionals Within Same Organisation: A Perception Study

Prof. Amruta Kirtane -Deshpande

Research Scholar, Bharati Vidyapeeth (Deemed to Be University), Institute of Management and Entrepreneurship Development, Pune.

Prof. Dr.Kirti Gupta

Professor, Bharati Vidyapeeth (Deemed to Be University), Pune Institute of Management and Entrepreneurship Development, IMED, Pune

Louis (1980) describes career transition as the era in which an employee changes roles or changes their orientation to a position that has already been held; therefore, the word transition indicates both a change process and the period in which the change takes place. As described by the Louis (1980) this transition is referred as Interrole Transition which talks about the Change of job roles of professionals in same industry.

This was an exploratory study which was carried out with the objective of knowing about the **perception of professionals** about career transition within same organisation working in academics, from Pune city in India and also **perception of organisation** towards career transition of professionals within the organisation. The study mentions about the **factors which triggered them to make career transition**.

Study was carried out by considering 220 professionals who were working in academics for more than 5 to 31 years of service, and they were in the age group of 30 to 56 years. Findings of this study shows most of the professionals willingly opted for change of career roles within the same organisation.

In a nutshell, we conclude that professionals think of making career transition due to some reasons, primary reasons which came out of this research were **organisational situational need, career development and passion to do something new and different**. It was also noted that some academic institutes helped and support professionals to prepare and to take up for higher leadership roles in their organisation. Some of the professionals were been offered on the job training ,Faculty development programmes ,smaller assignments ,live projects which helped them to transit from teaching role to administrative roles which was truly appreciated .

Key Words

Career Transition, Industry, and Professionals perception

INTRODUCTION

Career transition or career change refers to change in role or orientation to role that has already been help by individuals in an organisation. Lattuch and Young (2011) studied Australian workforce's perceptions about Organisational change and career change of professionals. author mentioned that these types of changes are good, healthy for the development of the organisation as well as of professionals.

Millions of people make an inner change every year, reaching a point where they are willing to explore a new career. For some, this change means leaving the workplace to go back to school and learn a new set of skills. Some make the transition back to work leaving their current job role. The road is filled with new obstacles, and many challenges.

Some of the hardest decisions one can make in their personal life is to make a career change. The changes you are making in your career will now have an impact on your future. Before making any career change related decision professional must consider following things.

Why he or she wants to change career?

How much are you prepared to change?

In which direction do you want your career to be?

REVIEW OF LITERATURE

Lienke (2018) mentioned about various reason for which professionals make career transition he highlighted professional often switch careers to reach a higher level of career satisfaction. Most of the time it professionals switch their careers to follow their personal life Goals. organisation culture, unsatisfactory leadership may also trigger professionals to make transition along with factors like Lack of recognition, low compensation, and minimal benefits. Sethi (2019) said job seekers are now a days trying to look for the careers in booming industries like E commerce, Artificial Intelligence, Robotics and Aggregators.it is believed that if professionals are having transferable skills/ competencies. Then it can be easier for them to make career transition in desire future role which they intend to do in future.

Moore (2018) professionals feel frustrated in their current job at times due to various reason, which may trigger them for job or career change .it was observed that most of the professionals were happy to work in current organisation ,but they has reservations with their bosses and role jobs in such scenario it was always believed that they should opt for new job role in the same organisation .It is always going to be helpful for both professionals and employer if existing professional wants to make career transition in new job role in the same organisation. Author mentioned about some of the do's for career transition in same organisation. he said professional should education themselves about desire new job role which they want to do in future, they should reach out to the manager directly and express their willingness to do new job role, inform current manager about your decision of leaving the current job role, have lots of patience and keep trying. Knight (2017) When you enter in new job role in same organisation one should reintroduce themselves, should be very positive, reset the expectations, have a reset, get on board, network around with others, have new perspective at work, follow principles, have a slow pace.

Experts believe that professionals should not be discouraged if your boss doesn't think it's a good idea, do not rush to leave current department and boss.

Thai in his article said Internal Job transfer can also be a big career move for individual.one can have a mix feeling between familiar and new. New role job is one way to venture into new territory without completely changing scenery.one must be having mix of emotions and new set of responsibilities during new job role. Career transition in same organisation will help individual to reshape the identity, rebuild relationship and network.

Udacity (2019) Most of the professionals opt for the decision of career transition within the same organisation when they feel that they really like the organisation culture and environment but job description is no longer in line with skills and interest. Most of the time professionals feel organisation is very good to work with, but team in which they are working is no longer preferred for them to work with. Professionals have a perception that the current organisation can provide them with other opportunities consistent with your career goals and values as organisation is having a tradition of recruiting and promoting the employees from within, for which they have an internal board of jobs and frequently circulates new openings.

Professional should prepare himself well before opting for new role within the same organisation. professional should do proper research of new job role for which he or she is interested in, Get Familiar with the Internal Job Board, expand internal network.

Objectives

1. To find out perception of professionals about career transition within same organisation
2. To study about perception of organisations towards career transition of professionals within the organisation.
3. To know about factors which triggers professionals for making career transition within same organisation
4. To recommend suitable measures for the professionals willing to undergo career transition.

Research Methodology

This paper is exploratory in its nature, paper tries to find out about perception of professionals working in academics from Pune City

Research Design/ Sample Size for this study:

This was an exploratory study. Study was carried out by considering 220 professionals who were working in academics for more than 5 to 31 years of service, and they were in the age group of 30 to 56 years.

Sampling Method:

Stratified Random sampling, where the responses were collected randomly from professionals from academics from Pune city who had working experience of 5 to 31 years of service, and they were in the age group of 30 to 56 years.

Data Collection:

The data was collected with the help of structured Questionnaire, which were circulated in physical form and also with soft format by using Google forms. Unstructured interviews and discussions were also carried out to collect real data from the professionals.

Timeline

The data collection was done in between 1st June 2019 to 15th November 2019

Analysis and Interpretation of Data

Data collected was analysed with the help of MS Excel. Statistical tools used for the analysis include tables, graphs and charts. Open-ended questions formed the base for recommendations in the Report and to understand the true feelings of the respondents from Pune City.

As it is not possible to present every question data in chart form, only concerned questions related to objectives are shown through charts.

The age group of the respondents was mostly in the category of 30 to 56 years. Majority of respondents (53%) are males and remaining (47%) are females. In the current employment status, majority of the respondents were management professionals.

Findings

Key findings were drawn and suitable recommendations were made.

Willingness of career transition

- Majority of respondents said they are **willing to opt** for career transition within their own organisation.
- Some of the professional were asked to leave their current job, which made them take a decision in their life about career transition.
- Some of the respondents were not sure of **changing their** existing job roles in future.

Career satisfaction

- Findings of this study shows (30%) respondents **were satisfied in the current career**, still they had perception of changing their existing career for growth and career progression in future.
- Finding of the study shows (35 %) of respondent **were not satisfied in the current career**, still they had a perception of changing their existing career for growth and career progression in future in same organisation
- Finding of the study shows (35 %) of the respondent **were not sure about continuing their current job** in the same organisation

Perception of professionals towards career transition

- Finding of the study shows, most of the professionals had a **personal and professional's factors** in mind which triggered them for making career transition.
- Professionals had perception of personal development, career development, monetary benefits as primary factors which triggered them for making career transition. where in for some of them passion to learn about new job profile, growth, challenging opportunity at same workplace was a trigger point.

Perception of organisation towards career transition of professionals

- Finding of the study shows, organisations had a perception of developing the professionals in the same organisation by understanding the mutual need of development and growth
- Organisation believed that they can increase retention of existing employees by understanding their varied career expectation.

- Organisation believed to promote professionals internally which can help in improving and promoting better organisation culture and build loyalty and trust amongst employees.
- Organisation also strongly believed, by training professionals they can be better prepared for future leadership roles to take up in the organisation. Which eventually can promote succession planning.
- Organisation believed to have better career progression of professionals in the organisation by offering them promotion, new job roles, empowerment etc.

Factors which triggers Professionals for making career transition within same organisation

- 56% professionals thought that they were already Knowing the current work culture of the organisation and they were fully acquainted with work culture and environment, due to which they can make career transition within the same organisation.
- 34% professionals were not satisfied in their existing team /project but they were comfortable to switch their job roles within the same organisation.
- 32% professionals said if they see their personal development or career Growth in future project /task then they would be happy to make career transition within the organisation
- Demand and supply of manpower was one of the factor due to which employees were ready to take risk and job challenges in the same organisation.
- Organisational Situational need, promotion at work, Career enhancement, and passion to do something different, career expectations, job insecurity, and turnover intention were some of the factors which were identified, they triggered Professionals for making career transition within same organisation

Limitation/Future Scope for Research

- The study was carried out within a small time duration and so a census type collection of data was not Possible.
- Due to busy schedule of respondents, some of them might have given hurried response.

Recommendation

With reference to the findings the researchers have recommended the following points which can help the professionals to go for career transition

- Organisation should try to have positive working culture which can encourage and motivate professionals to stay in the organisation for longer duration of time.
- Organisation should try to develop good dialogues, by which employees feel confident in talking to Management about their future career aspirations.
- Organisation should try to have better Employee engagement activities, which can help professionals to develop good bond within the organisation
- There should be transparency in organisation in terms of career opportunity
- Organisation should have proper career development and retention strategies, which can help professionals to stay in organisation for longer duration of time.
- Professional should try to learn and also develop new skills for his career progression.
- Professionals should try to develop his network which can help him to undergo any type of career transition in his life.
- Organisation should try to help and support professionals to prepare and to take up for higher leadership roles in their organisation by offering them on the job training, Faculty development programmes, smaller assignments, live projects which may help them to transit from teaching role to administrative roles which was truly appreciated

Conclusion

It was Observed that, professionals are having willingness to Career transition refers to employee changes roles or changes their orientation to a position that has already been held; therefore, the word transition indicates both a change process and the period in which the change takes place. Study has found out that Majority of respondents did not believe in the concept of one job for life they are willing to change their job. Many personal and professional reasons were identified some of them were supported by previous lite

Strategy for career transition within organisation

Research about new positions

Prepare and acquire appropriate skills

Upgrade your cv

Building Your Brand

Finding your passion in one particular area and cultivating it more intensely

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