

The Role of Career Development in Improving Organizational Effectiveness and Employee Development

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Today's employees are more career conscious than ever. They are demanding more in terms of personal growth and development. Organizations that fail to allow employees to meet their individual needs will be losing valued employees.

This paper examines the role and importance of career development programs in developing and retaining employees. A career development program, with major components of counseling and training, seeks to match needs of the employee with those of the organization; with the major components being counseling and training. Counseling provides employees with the opportunity to define career goals and to create plans within the context of organizational realities. Training allows the employee to develop and acquire knowledge, skills, and abilities required to enhance their current job and prepares them for future job opportunities.

As we approach the 21st Century, it is essential that organizations place a high value on career development. This will allow employees to fulfill their career needs, and organizations will benefit by retaining a greater number of their competent and qualified employees.