



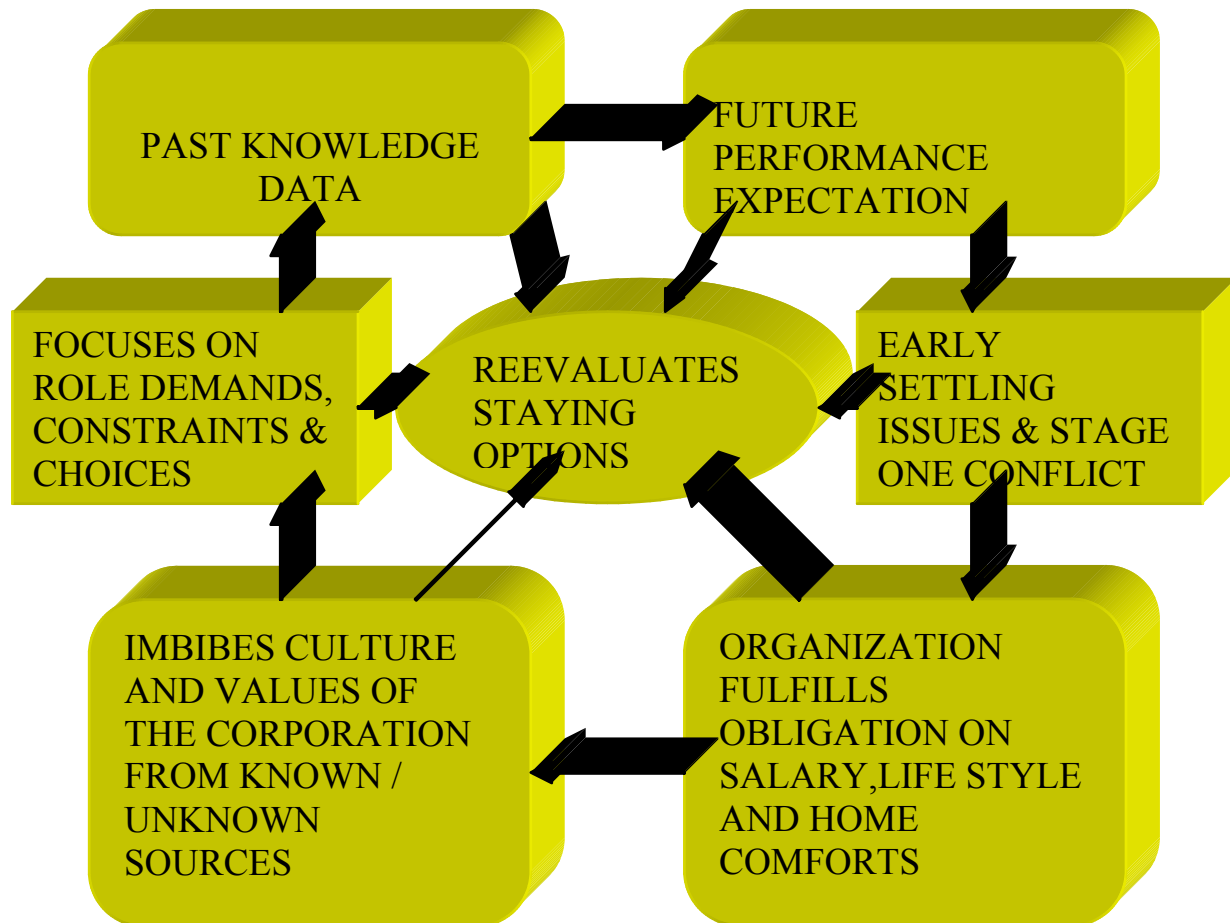
CORPORATE CAREER PLANNING: A SCHEMATIC REPRESENTATION

By Ganesh Shermon

NEW EMPLOYEE START UP

Guess the first stage has yet to be reckoned with before we embark upon a career plan for individual employees of an organization. Visualizing this first step schematically necessitates the process involved from start up.

THE NEW INCUMBENT HIRING ASSUMPTIONS



Process Step 1

The Past Knowledge Data

At this step both the new incumbent and the selector evaluates data pertaining to the proposed job and the person and individuals well as collective judgements are made on the next step. At this step ability to influence each other's perspective and opinions is largely dependent upon what has history in store for the company. For organizations this would mean:



1. Corporate image.
2. Internal Employee perception.
3. Potential employee market research
4. Demand and Supply Equilibrium.
5. Economic might to make an attractive offer. An offer that cannot be refused.

For the Individual this would involve:

1. Accomplishments as they reflect on the resume'.
2. Stage of career that the candidate is in now.
3. Options that are available and the ability to choose.
4. Willingness to make the move based on individual considerations.
5. Self-role perception of a future opportunity.

For both the corporation and the Individual the meeting point is figuratively into the future with past only as an indicator of what is in store for each. That leaves very few options other than to make a job switch based on assumptions. Lack of options means absence of data to construct a job role and a consequent career for the individual.