



Can career plans generate motivated and high-skilled workforce?

By Sven Röhm

GRIN Verlag Okt 2007, 2007. Taschenbuch. Book Condition: Neu. 210x148x1 mm. This item is printed on demand - Print on Demand Neuware - Essay from the year 2003 in the subject Business economics - Personnel and Organisation, printed single-sided, grade: 72%,1,3, A, Teesside Business School - University of Teesside (Business School), course: Managing Human Resources, language: English, abstract: Career plans, in the literature also referred to as training and development plans or personal development plans (PDP), are the reaction to a changing business world and social environment in theory. Bagshaw (1996: p.16) suggests that the dynamic people of today s dynamic world are attracted to jobs where they can see clear development for themselves, with opportunities spreading in all directions. Accordingly, employees increasingly demand the possibility to develop themselves and their careers within the organisation. Employees who are able and willing to participate in development programmes should be more motivated and higher skilled than their non-developing colleagues. These development programmes should provide a certain career satisfaction, which Gattiker and Larwood (1988) define as a stimulated response to career and work events and significantly correlate with the employee s motivation. To create motivated and high-skilled workforce, some organisations introduced different approaches...



Reviews

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