

CAREER SUCCESS AND CAREER DEVELOPMENT IN FUTURE UKRAINIAN PSYCHOLOGISTS: THEORIES AND FUTURE PERSPECTIVES

The given article deals with one of the burning problems of the present – the psychology of successful career transfiguration and its development in the process of teaching and competency formation in future psychologists. Career concepts and basic notions are defined, a review of foreign and Ukrainian career exploration directions are analyzed (1980-2020). The current article also reveals the essence of major theories, models, mechanisms and predictors which determine a successful career growth of a future psychologist and have an essential impact on his/her individual competences and skills formation.

Key words: career, career success in a psychologist, career growth, transfiguration successful career theories and models, predictors of a successful career.

Статтю присвячено вивченню однієї із нагальних проблем сьогодення – психології будування та розвитку успішної кар'єри та її предикторів під час навчання та формування професійної компетентності студентів-психологів. Визначено поняття «кар'єрний успіх та розвиток успішної кар'єри фахівця», надано їх визначення на прикладах досліджень закордонних та вітчизняних дослідників (1980-2020). Наведено теорії, моделі, механізми та предиктори, що зумовлюють успішне кар'єрне зростання майбутнього психолога і суттєво впливають на шляхи формування його/її індивідуальних компетенцій та навичок.

Ключові слова: кар'єра, кар'єрний успіх психолога, кар'єрне зростання, теорії та моделі побудови успішної кар'єри, предиктори успішної кар'єри.

Статья посвящена изучению одной из актуальных проблем современности – психологии построения и развития успешной карьеры и ее предикторов в процессе обучения и формирования профессиональной компетентности студентов-психологов.

Определена суть понятия «карьера, и успешное развитие карьеры специалиста», приведены дефиниции понятий в интерпретации зарубежных и отечественных исследователей в период 1980-2020 годы. Описаны теории, модели, механизмы и предикторы, которые обуславливают успешный карьерный рост будущего психолога, и существенным образом влияют на пути формирования его/ее индивидуальных компетенций и навыков.

Ключевые слова: *карьера, карьерный успех психолога, карьерный рост, теории и модели построения успешной карьеры, предикторы успешной карьеры.*

1. Introduction. The given paper synthesizes our previous and current research on psychological and methodological issues of career success learning environments and understanding of psychology-related careers in Ukraine. The given problem is of utmost importance from the theoretical and empirical background among Ukrainian psychology graduates regarding early career values and individual factors of objective career success [7].

The **aim** of the current paper is to present a synthesized overview of western literary sources on career success theories and Ukrainian evidence for the efficacy of global career development and career growth. This paper reviews contributions to that literature that have shaped the theories and empirical investigations in career studies since 1980 till 2020.

2. Literature review. A scan of literature related to the issues identified, proved that the last two decades there has been a rapidly growing interest among researchers, academics, data scientists, business analysts, managers, T-shaped individuals, coaches, etc. to the issues of career growth [3 ;4 ; 5 ;6] and career development[7 ; 8 ;9 ;10 ;11]. According to the study provided by Gallup in 2016[11], it was concluded that 87% of millennials-generation rate career growth and development opportunities as successful career predictors. In light of this, it is relevant to review key concepts and the principle tenets of the theories dealing with career research and findings.

The term “career” is defined in various ways by different psychologists. As to Arthur, Hall and Lawrence widely used definition, a career is ...” the evolving sequence of a person’s work experiences over time” [1989, p.8], while Collin and Watts focus their attention on other parameters of a career, namely: ‘... the individual’s development in learning and work throughout life [1996,p.386]. Remarkably that both definitions dwell on the notions of time and sequence but lack the notions of status or advancement.

In terms of Greenhouse *et al* (2010), a career is “ the pattern of work-related experience that spans the course of a person’s life”

Then, it is important for our study the global understanding of the notion “career success”. As the literary review demonstrates, there is no agreed definition of the term.

In attempt to clarify the nature of career success, several researchers [1; 2; 8;10] proposed that it is the positive material and psychological outcomes resulting from one’s work-related activities and experiences [9 ;10;11]. But why it matters, especially in psychology career growth and career development?

As S.Human states, “ the social and economic context of Ukraine has not been supportive of independent careers and a free market economy, even though officially sanctioned since 1991...Likewise, the infrastructures to support entrepreneurial activity are only beginning to emerge more than a decade later”[p.4]. Thus, models that describe a progression process beyond antecedents, such as career success, and orientation of future psychologists have become useful frameworks for advancing our knowledge of successful careers development. Notably, this is increasingly important given that in Ukraine’s current post-revolutionary situation the country faces EU migration prospects and suffers after COVID-19 complications. Consequently, it is of vital importance for people aged between 18-35 as well as students be aware of successful models of career profiles to achieve global boundaryless careers [8].

At this point of our speculations we shall address the concepts of career growth and career development. It is evident that the terms are not interchangeable, are not synonyms at all. Career growth is regarded as the evolution, planning and tactics of the professional ladder of the personality in the particular organization. It is associated with the promotion that is the result of one’s experience and performance. In other words, if you planning and growing your career, it means that you have set the goals and you are moving to a more prestigious job position, getting to the top of a career ladder.

Basically, career development is the process of transformations that take place while shaping and improving skills, achieving goals and focusing on job transformations.

Overall, in our view, the principal difference between career growth and career development lies in the fact that both terms serve to signify the two key factors that lead to successful career advancement and satisfaction.

Therefore, the given paper focuses on the relationships between successful careers and successful career predictors . Given such constructs, it provides rich contexts for our study of career socialization and career orientation in Ukraine , especially in the field of psychology, under the emerging economy. With all these considerations in mind, we posed some principle questions for our pilot research:

How can Organizational Psychology and Psychology of Management maximize the value of organizational mobility of the Ukrainian younger generation for learning and living in the global world?

Why do successful career patterns matter?

What does theory testify on shifting career patterns in the 21-st century and what are the outcomes?

What is the difference between protean and boundaryless careers?

What are predictors of career success of individuals?

Are determinants of career success the same in the 20th and 21st centuries?

How have careers changed in the pandemic period ?[10]

And finally, what the novel measures of career mobility are?

The above mentioned questions have been asked and researched extensively the last two decades mainly by overseas psychologists, human behavior researchers, recruiters, managers, etc. The researchers obtained a great number of answers which differed greatly mostly due to cross-cultural, organizational, economic, social and other reasons.

3. Data analysis. Theoretical explanations of career success stem from a range of social-science disciplines, including psychology, social psychology, organizational behavior, economy and sociology.

Let us now look into some fundamental and glorious research works of how we can specifically better understand empirical research on the issue. Our methodology includes the review of the theoretical and empirical background that determines American, European, Australian and elsewhere experience as well as Ukrainian on career success, and which is still very much a matter of debate. It is worth mentioning that empirical investigation on the problem of global career success has been limited in Ukraine in the 20th century.

As our integrative literary review suggests, the beginning of the 21st century presents global career discourse and sets examples from contrasting global and cultural contexts [Yehuda, B, 2016, p.16]. Namely, despite the multitude of models attempting to explain the nature of modern careers, only the PROTEAN [Hall, 1996] and BOUNDARYLESS [Arthur & Rousseau, 1996] career concepts have become widely acknowledged. [Gubler, M et al., 2014]. As Shahibudin [2015, p.1] concludes, "... the career studies are becoming more complex because of career concept is not a single theoretical underpinning or single disciplinary research". As have been stated above, the purpose of our paper is to identify concepts, theories, approaches, indicators that have shaped the theories and empirical research in career studies since 1980 till 2020.

4. Discussion. The term *career* is defined in various ways by different psychologists. According to Arthur, Hall and Lawrence [1989, p.8], it is "the evolving sequence of a person's work experiences over time", while Collin and Watts [1996, p.386] focus on other parameters of a career, namely: "the individual's development in learning and work throughout life". Remarkably, that both definitions dwell on the notions of time and sequence and lack the notions of status or advancement [Arnold, 2011, p.106]. Then, it is important our understanding of the notion of *success* from a psychological point of view. Business Dictionary provides three meanings of the definition of success as: 1. "achievement of an action within a specified period of time or within a specified parameter"; 2. Success can also mean competing an objective or

reaching a goal; 3. Success can be expanded to encompass an entire project or restricted to a single component.

Career success is conceptualized as an outcome in terms of the objective or subjective elements of achievement through an individual's career experiences (Nabi, 1999; 2003). Published works produced between 1980 and 2020 indicate that there is no unified definition of the term. At the same time, various definitions have many things in common, namely:

- individual characteristics;
- social structural characteristics;
- organizational context;
- interpersonal relationships at work place;
- work and career-related decisions;

In light of stated above, the objective career success testifies career accomplishments of the individual that are vividly objective and measurable in terms of income, hierarchical level in the organization, position and job title.

Subjective career success reflects the person's satisfaction or feelings on the career decision having been made, career progress or career outcomes.

Many theories have been proposed to explain what motivates career success and provide sociological, economic, psychological background for the analysis.

Although the literature covers a wide variety of such theories this review will focus on major themes which emerge repeatedly throughout the literature reviewed over the period of 1980s till the year 2020. These popular theories of career success attempt to explain why or how career success predictors are involved in acquiring high levels of salary, higher level of satisfaction from shaped career or obtaining promotion.

1. Human Capital Theory which became very popular with researchers since 1980s. It hypothesizes individual differences in the amount and quality of human capital in terms of experience, education and personal characteristics; the capital idea that determines career success is the invested amount and effectiveness of the human capital.

2. Social Capital Theory is regarded to be the theoretical basis for career success studies [Nikitkov, 2014]. The conceptual framework of the theory is postulated as the investment of the following resources as norms, trust and social networking to the significant career success.

3. Career Congruence Theory or RIASEC model and its founder Holland, 1997 stresses that to be successful and satisfied in one's career, it is necessary to choose an occupation that is congruent with one's personality. In other terms, achievement and vocational satisfaction of the individual depends on the congruence between environmental determinants and the personality.

4. Super's Theory of Vocational Choice added to the discussion of career success development by suggesting a theoretical bias to four career development stages,

namely: a)exploration; b)establishment;)c)maintenance; d)disengagement. As compared to the later investigation by Byrne, 2008 on career stages, it was found that career stages moderate the links between predictors and career outcomes.

5. The Mobility Theory was introduced by Turner in 1960 and aimed at explaining the promotion system in a career. The system consists of two factors of jobs promotion in an organization: a) contest mobility ; b) sponsored mobility. The coined terms – contest and sponsored mobility reflect the essence of understanding employee's career success.

6. Social Learning Theory (SLT) is used as a theoretical basis to account for the relationship between behavior and career success. It focuses on the combination of social and psychological factors that influence and shape behavior. That means that certain personality traits influence the career success because individuals learn and modify their behavior or personality actively.

7. Social Cognition (Cognitive) Career Theory (SCCT) deals with the connection of cognitive-personal self-efficacy variables , career outcome expectations, and personal career goals that influence an individual's choice and are treated as key mechanisms in career development.

So, the overview of the most popular theories of career success predictors makes it possible to single out :

- early career values;
- individual factors that provide career success(mentor, international experience, gender, satisfaction with the job, etc);
- generational career shifts regarding the concept “career success” and “career development.

To broaden our understanding of the research on career success we shall pass to psychological theories of career success.

The specific character of these theories, cognitive in nature, deal with individual skills and abilities. The possession of a particular level of skills and abilities leads to high job performance, rewarded by supervisors(promotion, higher salary, greater responsibility,etc). Among the theories that have emerged personality, need theory of motivation as well as other individual-difference theories have also applied to the theme of career success.

The basic model widely referred to, poses that predispositions are associated with those types of behavior that lead to the situation producing career success (appropriate, effective, creative, insightful, altering a situation, etc).

To sum it up, evaluating career success development results in the period of 1980-2020 it is worth while mentioning that foreign scholars have printed a great amount of theoretical and empirical data which coined pathways of successful career success globally. And this fact provides psychology students with a variety of benefits as they will have a better understanding of psychology-related careers,

less indecision on future perspectives in adopting new approaches to career preparation.

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