Role of Pro-activity in Career Management Practices

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Abstract:
This study was consists on narrative or story telling approach in the career management practices, in this way role of proactivity has considered a vigorous strength in relation to foster employee career tracks. Proactivity refers self-commenced, and preemptive act intended to change either state of affairs or one self. The purpose of this paper is to explore employee proactive behaviors toward their career management practices, in this regards researcher elaborated a proactivity model through with its four core mainstays (self-awareness, resourcefulness, moral sense, and independent motive). The methodology was qualitative and mindful as it was spotlighted on HR professional’s discernments of their career experiences. Data was collected through face to face and group interviews by addressing 15 sample size of elements including (HR directors/senior managers and line managers) across 6 firms both nationals and multinationals. The research findings of the study enlightened the notion of proactivity, where there is more antagonism and enriched burden in nurturing career related activities. It embraces four main displays in commensurate, employee self-emotional intelligences towards executing actions, throw lights on being resourcefulness to compete the unmanageable situations, moral attitudes in assist out to employee signalize to be fairness, empathy, ethnicity at the work place.

Key Words: Pro-activity; Career management practices; Anticipative behavior

I. Introduction
The notion of pro-activity in this challenging work world, particularly in deriving career path has been greatly turned into complementary success. Proactivity relates personal initiative behavior composite in an individual’s considering dynamic and self-
starting approach inclined to work ahead and beyond, what is officially requisite in a
specified career itinerary (Micheal Frese, Doris Fay, Tanja Hilburger, Karena Leng and
Almut Tag, 1997). Proactivity consult to anticipatory accomplishment that employees
take to affect themselves and/or their working environments by looking for feedback,
taking readiness in prosecuting personal and organizational goals, actively
accommodating to new environments, working in advance to influence others, retooling
undertakings, elaborating functions, shaping jobs, carrying out ideas, figuring out
troubles, and progressing social set-up (Adam M. Grant, Susan J. Ashford, 2008). In this
framework proactivity refers an enhancing prominence behavior entails that employees
have more control over the situation that going to happen in their career, that course of
action make them success in their career tracks (Ans De Vos, Thomas Dewilde, Inge De
Clippeleer, 2009). The emerging concept in the field of career management that superior
awareness of the outcome of employees professional proficiency and their career meta-
competences such as; performance compliance, understanding, career preference, sense
of drive, self-admiration and passionate learning) over their broad employability may
convert a more significant factor in their career development planning (M.Coetzee &
Crant, 1993) pro-activity can be seen in career management practices by means of
employee comparatively unrestrained by situational drives and consequence
environmental changes. Thus proactive behavior persuade employees and individuals
transversely multiple context and over time, irrespective of the likelihoods of a situation.
Connie R. Wanberg and John D. Kammeyer-Mueller (2000) elaborated the worth of
proactivity in organization socialization process by examining four socialization
behaviors sense making, relationship building, positive framing, and negotiation of job
changes while engaging at new work place. These four prospects make new comers more
proactive by discussing about job rotation with respect of their job requirements also
figure out them more participative in getting frequently feedbacks that permits to
understand when and what they need to learn and retranslate. As cited in Sharon K.
Parker & Catherine G. Collins (2010, Crant 2000) “pro-activity has not emerged as an
integrated research stream… there is no single definition, theory, or measure driving this
body of work” (p.435).

The predominant purpose of this study is to incorporate and illuminate
fundamentals of proactivity with respect of employee professional career success.
Proactivity executes positive change for both in an unsealed, impulsive circumstance and
individual him/her-self adaptability in relation to carry out an excelled performance. In
this study, researcher proposed to draw a pro-activity model including facets self-
awareness, resourcefulness, moral sense, and Independent motive for reaching an
empowerment of career success.
II. Self-Awareness:
Self-awareness is the capability to identify our own strengths, weaknesses, thoughts, and beliefs. The human tendency of self-awareness is unique and worthwhile toward any achievements. Through intensely understanding about ourselves; both personally and professionally, we can cultivate a more dimensions to find ways, what actually we need to accomplish. To building and strengthen the inclination of self-awareness, we must be open minded enough to regulate our thinking treats and understandings to report the explicit desires and certainties of people. In distinguishing and admitting our own likes, dislikes, feelings and beliefs, we can shape a principal understanding about ourselves. This allows us to improve our self-respect and create a positive attitude and sense of drive in order to attain career goals.

III. Resourcefulness:
Resourcefulness refers the quality of being able to effectively handle the difficult situations. Mostly people couldn’t get best opportunities to transform their true dreams into realities, because they keep on searching and waiting for the circumstances and resources, when they will available to them. These people so-called resource seeking people despite of being resourceful, hence there is a big difference between both of them. Being resourceful means that all resources are within us, can access anything we want. The ability to being resourceful allows us to deliberately move in the course of our dreams without being afraid of situations as well as make assure that all chances and promises around us.

IV. Moral Powers:
Moral sense is one of the important clues of the social behaviors. It refers predominantly our values, fairness, integrity, empathy, and ethical conducts towards others. Moral senses are central within a frame of mutuality and equality led to be a better work place. Theory of moral sense throws more light on numerous aspects of ethical decision making how our emotions flow along with sentient and premeditated thoughts. Moral evaluations emerge from our emotions and thoughts, where we observe exemplary and culpable actions in correspondence with the feeling of pleasure or displeasure. In this regard, moral sense is an indigenous fragment of human nature that allows us to make distinguishes amongst wrong and right obligations, fairness, empathy and generosity.
V. Independent Motive:

The power of Independent motive enables us to effectively manage ourselves through our inner discipline, deep values and will power. It contributes the power to surpass our intuition and intrinsic willingness to make commitment with ourselves and others. By this unique endowment we can judge our day to day activities and make effective decisions. It facilitates the employees to make his/her life style choices and consolidate an environment to implement those choices. Independent motive has ability to recognize the consequences of those actions and willing to take responsibility for them beyond their core principals rather than emotions or circumstances.

VI. Aim and Objectives:

- Identify influence of pro-activity model on career management practices.
- How self-awareness embrace employees career management practices
- In which extent resourcefulness comprise employees career management practices
- How moral sense rule to shape employees career management practices
- Why independent motive hold an importance to originate employees career management practices.

VII. Literature Review:

Thomas Dewilde & Inge De Clippers (2009) presented the model of Career planning within graduates, building passage from school to work. There was an assumption that individuals who are at their origin stage of their professional career level are primarily responsible to set their career goals then planning to implement those goals. Individuals and graduates may achieve those goals by pursuing proactive approach. Proactive behavior facilitates career planning, and career self-management to have satisfactory outcomes. Proactivity is an important input for both individuals and graduates involved with the organizational socialization, also enforce to be action oriented people to encompass an influential effect around them.

Gerard A. Callanan (2003) reported the way, how individual and professional can go through their career path to have a fundamental impact on their career success. An insight perspective of organization to foster the career of their managers and executive is highly linked with organization culture and its internal control system. One of interesting fact was revealed that, essence to induce executives and managers toward career success comes from their own perception of satisfaction with his/her work progress, which should strongly adhere with company internal control system.

M. Coetzee & Z.C. Bergh (2009) has covered wide arrays of psychological resources to address successful career. Psychological resources have been remarked significant indicators to reach for developed career, however they get differ with individuals socio demographic characteristics, such as job satisfaction, life satisfaction, happiness and perception of his/her work. This study intended to investigate, how individual dissent from diverse prospects, educational level, age, gender, marital status and race groups, in terms of their psychological career resources and work experiences, also manifested the concept of career meta-competencies refer wide range of psychological resources including behavioral attributes, self-knowledge, career...
orientation awareness, sense of purpose, and self-directed are valuable activities in making successful career.

Hsiu-Lan Shelley Tien (2006) highlighted career and development program related to professionalism. The intensity to make successful career associated with high degree of engagement in academic field. Individual or professional who are career oriented likely to lead both study and work exposure simultaneously to have influential strike on career path. Those professional and individual have broad prospecting power, cognitive ability and ability to explore the way through which become committed and satisfied with their day to day academic and occupational progress. Therefore, career oriented people are deeply immersed in what they actually being in practiced both at academic level and occupational level.

Babette Raabe , Michael Frese , Terry A. Beehr (2006) suggested that, to be proactive in career management exercises, employees need to shift their whole paradigm towards self-efficacy program including, self-learning, goal selection, planning, and achievement. Proactive people require high degree of personal initiative to be action oriented. They have intrinsic intimation to effectively change circumstances, self-attitude and hold intervention to come upon long term goals and career development.

Yehuda Baruch (2002) presented the integrated and comprehensive framework of management career practices both internally and externally in terms of philosophy, policy, and practices. To come up with proactive behavior change and transformation has been great feature at the work place; may induce individuals to become an innovative and progressive in their career. Although changing in organization culture, re-creation, flexibility, job rotation develops an explicit phenomenon under the true nourishment of organization paradigm, but may also become cause of disturbance and violation for both employees and organization harmony.

Sherry E. Sullivan and Yehuda Baruch (2009) demonstrated the relationship between employee and employer workforce diversity through an environmental changes, increased globalization, rapid technological advantage, and expanding the outsourcing. In response to these changes individual may encounter disturbance and trouble toward their career way. They either lay off or shift to other workplace, hence changing in career attitude can become an integral and valuable dynamics of organizational structure and individual future. Career attitude can vary from individual to individual with respect to their perception, some individuals are self-directed, some are self-initiating, and some of them downfall in their career management practices. Career management practices are an essential feature of individual along with organization explicit and unique pattern.

Jelena Zikic and Ute-Christine Klehe (2006) replicated the outcomes of job loss measures. Involuntary job loss is one of stressful matter for individuals regardless of their enough qualification, on the other side job loss may turn into blessings in disguise. The process of job exploration or job search is been going on, whether in case of unemployment, reemployment, and for those who are getting downfall in their career route. Thus job search become a cyclic procedure as individual and professional look ever to another good opportunity. More focus was also paid on underemployment and understanding the ways to improving quality of reemployment. Job retention is an essential piece of both employee and organization sustainability through keeping holds
talented employees, concept of reemployment and job rotation play major role to enhance organization viability and employee diversification towards work. This study demonstrates the positive outcome of job loss by appreciating the individual and professional to move their self-direction and to improve their career prospects, without denying the negative impact of it, which individual and professional may encounter on their career path. Job loss may also turn into blessings in disguise in the way, they propose individual to acknowledge the difficulties of unemployment and contribute to create self-employment opportunity as well as effectively manage themselves in making successful career.

Dirk Buyens (2007) focused on professionals and individuals with their career management perspectives. The current socio economic era dramatically changed the concept of career management practices and career move, which is so-called “new career”. Notion of new career provide an ideology that organization can no longer furnish employees to careers organized structured along with their foreseeable working flight, that parallel their productive career within the organization, however professionals and individuals can enrich their career management practices by putting valid alternatives, such as increase in competence, sense of recognition among peers and through different mode of learning opportunities.

Gareth Hagger-Johnson (2011) revealed notion of proactive goal ordinance, how multiple dimensions such as visualizing, forecasting, endorsing, and imitating affect to activate individual career management practices. To get preserve working environment and perform well against unpredictability and uncertainty, organization call for staff, who have motive of anticipation, and ability to act on future problems as well as amend deficiencies under their own initiative. These conducts can be accomplished by having the concept of proactive behavior. Proactive attitude stimulate individuals and professional both to take initiative and actively bring a positive change in their career mood. Thus proactive approach play like a fuel for self-starter to penetrate into successful career management practices.

Jack K. I and Céleste M. Brotheridge (2005) presented that today employees have great potential to become career oriented through engaging in variety of career development practices to meet changing knowledge, skills and abilities to facilitate their flexibility towards successful career. In this study author found a notion that employee involvement in decision making process along with supervisory support, encouragement and effective advice make fabulous their career adaptability, also these affiliated practices positively correlated with organizational commitment. Career adaptability may retain longer through a multiple dimension of career activities.

Annelies E.M. van Vianen (2009) reported proliferation of business and diversification of jobs that originated at the beginning of the 20th century. The initiate practices under the 20th century was social standards and prospects modified occupational careers were been found as a predetermined route of individuals in making career choices. At the commencement of 21st century, new social arrangement and series of challenges arose to scholars who intend to assist people their working lives. This is new social declaration between employee and employer seems to be motivated both by globalization process and rapidly improving working environment. People with their occupational prospect require developing explicit skills and competencies that
substantially strike their career development within the adaptability of organization success.

Catherine G. Collins (2010) emphasized on the similarities, differences and interrelationship among proactive behavior. In today modern and competent era proactivity become an essential alignment to be an innovative business partner. What proactivity says? Proactivity is all about anticipation with growing interest in a particular domain, also important to make individual career success. It can reduces the possibility of decentralize and enlarge the ability of self-initiation at the work place. This approach has encompassed a wide array of proactive behavior important to diverse areas, whether they are distinct, relate in high order, and/or similar.

Charles P. Chen (2004) paid the particular attention to the role of compromise in career development process. 21st century came up with new challenges to the modern work world, comprising globalization and socio economic trend. One of major challenge is increasing rate of occupational environment that constitutes much uncertainty and less predictable. Uncertainty impact both employee potential and organization elasticity at the work place, which can be diminish over the notion of compromise with person’s work life perspectives including, career planning, career decision making, career development and professional enhancement, and various career transition process.

Isabel Raemdonck (2006) laid down the foundation of career process through self-directedness approach. Self-directedness holds a viable and critical feature under the theme of career making process. Self-directedness with learning perspective can provide an intrinsic power to explore career influences practices. Self-directedness arouse individual to take initiatory action without being support of others, in identifying their learning needs, inventing learning goals, placing human and material resources for learning, preferring and carrying out appropriate learning strategies and measuring learning outcomes.

Review of the literature discloses an extensive array of cognitions and behaviors being examined as indicators of proactive behavior in career management practices. Although there is much underpinning has been done regarding career management practices through proactivity by various researchers but they didn’t come across how self-knowingness, resourcefulness, moral sense, and Independent motive composite a successful career, researcher wishes to conduct this particular research on the foundation of these unique endowments.

VIII. Methodology:

This research signifies the role of proactivity in career management practices across HR professionals in local and multinational organizations.

This study arrives at primary use of qualitative research manner. In this regard researcher used narrative or story telling approach. Sam Larsson, Yvonne Sjoblom (2009) said that narrative approach can be employed in a way, where we expressing out analysis and assessment in research work. It can also be utilized as intervention method in assisting individuals and professionals to contemplate renovation of their life story that may support them to manage their life scenarios in a better way. The main focus of this study was to explore, how proactivity pillars (self-awareness, resourcefulness, moral
sense, and independent motive) commendably contribute in making employee career. Face to face and group interviews were accompanied with HR professionals across 6 firms comprising with nationals and multinationals. Interviewed arisen with HR Directors/senior managers, and line managers in each of six companies. Each HR professional interview was entailed on 1-2 hours in period.

IX. Sample:
The current research study was followed out among HR professionals in 6 well progressive organizations including nationals and multinationals. Researcher picked up sample size of 15 elements from a targeted domain. Details of the samples are as follows; 6 HR Directors/senior managers having work experience 10 to 12 years and 4 line managers having work experience 7 to 8 years from multinational firms. Similarly 2 directors /senior managers (HR) were having work experience 10-11 years and 3 line managers having work experience 8 years from national firms. Participants were randomly selected from the list of total volunteers and being made potentially convinced to participate in the current study by the researcher.

X. Data Collection:
First and foremost a consent letter was transmitted to the targeted firms in order to let them intimate about importance of the current study as well as this prerequisite to seek for permission by the participants to vitally contribute in the study. Once the participants were prepared, the researcher introduced herself and explained that; researcher aimed to conduct a survey through interviews for the purpose of examining “Role of proactivity in career management practices”. Data were composed through face to face and group interviews to deeply understand the theme of study. Interviews were conducted with HR professionals in each of six companies letting in both national and multinational firms.

XI. Data Analysis:
Data analysis was taken in charge to elaborate an outline of current qualitative study through interviews. The interview transcripts were shaped and recorded to determine the subject and ideas in terms of data collection. Data was analyzed through series of questions parallel to the current study. Researcher originates different stems and philosophies in the amount of data collected by the participants. Hence responses to questions (from interviews) had documented then positioned in summary charts or tally sheets. Furthermore data were organized into loads that share some wider characteristics. After accomplishing this, have written a brief statement that captivated the inwardness of research objectives through cautiously participation of responded.

XII. Findings
How self-awareness embraces employees’ career management practices

To know more about ourselves, self-awareness is predetermined statistic to apprehend our personal trait, such as individual’s emotional intelligence, when one’s know about the causes and recognize how they impact his/her thoughts and actions, may have greater control over his/her internal processes assorted with emotional experiences; Personality understanding may persuade us for self-examining in which we can truly analyze and make decisions. Possession of habits also facilitates to cooperate effectively with and manage situations on the basis of knowing good or bad habits; and one of key
indicator psychological needs manipulate influential control to analyze our attitudinal behavior and how they affect our social affiliations. These all parameters have received paramount enablement to become proactive and to create a prosperous career conduit at the workplace. Individuals/employees can become more proactive in aligning their successful career, if they have self-knowingness about the situation, where they have exact sense what should they do to improve, as well as their self-recognition over strengths and weaknesses helps them in making quality decisions.

In which extent resourcefulness comprise employees’ career management practices

With increasing competition under this challenging business world, individuals/employees are encountering repugnance, particularly in building a fruitful career at the work place. Resourcefulness is a fundamental endowment of human capacity, furnishes encouragement and intrinsic power to cope the situation through bit of inspiration and inventiveness. There can be few of tactics to be proactive in handling career related activities for instance, always be prepared ahead of time and keep on finding ways to lessen the future problems, try to evaluate the challenging situations come in your modes and seek for feasible solution at your best regardless of worst circumstances. Being a resourceful, individuals/employees may unlock the opportunities at their best through creativeness and all available resources that they have and effectively apply them to the problems; prepare to take initiative to climb up the boundaries, attempt again and again to undertake any task, though meanwhile errors might will come but at last they will learnt a lot. Imagination enforces individuals/employees to take advantage with the situation, if they can, admit their mistakes and learn to act promptly something perfect.

How moral sense rule to shape employees career management practices

Moral senses reflect individual ethnicity, integrity, fairness, honesty, and concerns for others. Hence moral senses have been considered crucially and got abandon attention to be proactive to foster their valuable behavior nearby work performance. Moral sense is all about our conscience, helps to strengthen career, boost up new ways, enhancing skills, upgrade attitude and coach employees to attain optimum performance. Morality convinces sense of loyalty and generosity to the employees to become gold stock for all organizational exertions as well as generate energy for both mentally and physically to triggering out performance actively in crafting proactivity for career development process. It also exposes positivity and conscious efforts, create inner drive to be proactive toward works and transform career into a productive career platform.

Why independent motive hold an importance to originate employees career management practices.

Independent motive may trace out a chief leader under the paradigm of proactive career management practices. It motivate employee to freely choose their own course of conduct regardless of others expectations. Independent mood in relation to move desirable path is become an upward edge and forceful driver in promoting career related activities. Independent motive influences employee performance attributes such as, values, self-desires, and personal intentions, also affect meritoriously on career decisions.
It has ultimate empowerment to proactively follow out various platforms, which have dynamic impact on career success. The notch to which we have established our independent motive is central to create and possess commitment to ourselves in the spirit of proactive evolution throughout career management practices.

XIII. Result Findings:
This emerging study highlights the obvious findings about the role of proactivity in career management practices, shows the milestones of proactive behavior through its key pillars including self-awareness, resourcefulness, moral sense, and independent motive under the esteem context of career management practices. These benefactions urge employees’ unique attributes towards work performance peculiarly in challenging scenarios. Self-awareness depicts by default picture, what is factual or erroneous that governs a proficient career path beyond current genuineness. It also shows that resourcefulness encompasses deep-down supremacy to cope the complications at employee own best practices whereas, employee conscientiousness provide a profound cognizance, that oversee right or wrong behavior, and a sense of grade to which our opinions and engagements are in concord with them. Employees independent will make themselves freedom to select the best alternative based on their standards and spirits rather than circumstances and all other influences.

XIV. Discussion:
Although, extensive literature review has been conducted about the significance of proactivity at work place by various researchers, this study has contributes the interrelated approach of a proactive model through its four core facets in the discourse of career management practices. Our intention to carry out this proactive model was purposely and comprehensive in relation to make successful career at work place. Proactivity appears an underpinning gadget for the accomplishment of employee goals as well as delivers consistency and predominant power to have sound career management practices. The lean to be proactive has become an important and prerequisite while preferring positively predicted behavior towards work performance. The result findings posed viable and fascinating lays out of proactivity with respect of employees’ career management practices.

First finding was carried out regarding employee self-awareness to trace out their perceptions and uniqueness to acquire the best decisions, which may help out in state of reaching conscience level. Indeed self-recognition and to know more about ourselves assure us something feel right and wrong. Self-knowing is mandatory in the context of making proactive life decisions. The flow of self-awareness in charge of building career is decisive, helping us to proactively utilize our strength to make things happen, whereas it may also act to influence our intrinsic stimuli to transform weaknesses into strengths by being relied on positive sensation and attitude instead of pulled out by the external forces. The consequential logic of self-awareness around proactive career management practices, has received abundant attention to express employee inner satisfaction to do accomplish best work performance.

In second finding researcher discussed more or less impact of resourcefulness on employees’ career planning. Resourcefulness was identified a prevalent dynamic of proactive model, facilitate employee to overcome the stressful and provisional situations by imparting proactive exposure. In this developmental stage, employee come across
often difficulty in managing their career related activities, also they may serve obstacles while pushing themselves towards an effective work plan. Resourcefulness deliver empowerment to overcome these hurdles and make them accounted for to pursue proactive behavior. It is significant process in fostering adaptive working in employees undergoing miserable conditions. Resourcefulness does not mean only imaginative talent, it resources a way of discerning productively, it means explore and reveal an interest in finding better ways while getting battle with difficulties.

The proactive model that we have discussed in current study also encompassed employees’ moral senses or their ethical values while accessing career related activities. Sociality, morality, integrity, and fairness inferred not to appear only in grooming individual personality even they also conveying in professionalism while accomplishing various tasks. Moral sensations has double features evidenced in both the control to cease from behaving against lack of human compassion and the proactive influence to behave benevolently throughout life cycle, particularly in the context of professional life while focusing and establishing career path. Moral values is implanted in a wider range of socio-cognitive ability and administered by self-reactivation instead of by unemotional abstract reasoning. In the expansion of moral sensations, employees embrace standard of right and wrong that they serve. Morality convinces individuals/employees to supervise their own way of conduct by comprehended conditions, and then accordingly adjust their actions, which enhance their sense of self-worth and inner satisfaction toward attaining any task whether professional or personal. Thus moral actions are key indicators of the individual perceptive, emotional, and social influences.

Employees may often get afraid or feel hesitation to liberally choose the ways or they being constrained by some external forces and others’ expectations. The concept of proactive behavior enables them to execute their own will power and put away them from any sort of limitation in selecting ways. Independent motive strongly concern with proactive circle, as it empower employees to keep on climbing up without being bothered about others in order to achieve their desirable milestones. Restrictions in relation to execute independent will power make individuals/employees inadequate and dependent in undertaking any mission. Independent motive is an incredible thing; it has the ability to act rather than acted upon to proactively bring out the program and overcome against implausible likelihoods. Independent motive has given extreme dramatic evidence to the human attitude in relative to engage in successful career practices. The extent to which we have settled this endowment is measured by our intrinsic interest and ability to make commitment with ourselves to make things happen.

Few limitations and implications were also drawn while piloting current study. First limitation was concerned with data collection theme. Although prior to commencing interviews, participants were intimated about flow of study by the researcher, nevertheless in some extent participants didn’t seem like to furnish us with optimum clarification, adequacy, and completeness of data, due to threat of firing, worst feelings, unpleasant mood, busy schedule, and reluctance. In such a case, researcher principally need to pleasantly convince each participant, realize them that their information regarding study would keep strictly confidential and make them flexible and attractive without being ambiguous toward clarification and verification of providing data.

Second limitation was pertained primarily to use qualitative method in data collection, with no reason, upshot or inter correlation analysis exist between proactive
behavior and career management practices. This may strike on the accuracy of result findings. Thus, there should be intervention of quantitative technique throughout research process to attain more accuracy and exact relationship between variables.

Third limitation was about generalizability of results, as key participants were only HR directors /senior managers and line managers. Therefore, this research was restricted to only HR professionals. However to get more validity and wider perceptions around the current study, participants network should be enlarge across other stakeholders as well.

Current research belongs only to observe the pro-active behavior of HR professionals in relation to build their successful career practices; however there should be include organization context as well in order to shelter supplementary light on how the pro-active behavior is impressed by organizational interferences.

XV. Conclusion:
The posture of this study offers a pro-active framework enlightens the individual/employee attitude in developing successful career practices. The current study has undertaken the conception from four pro-active aspects, intending to take initiative in the context of career planning. The role of pro-activity in career management practices unleashes the career opportunities, while assimilating a sense of stimulation and initiation. Pro-active behavior brought a central role for career adaptability, it boosted up employee intention to work without being any dependencies as well as increases their flexibility to make strong commitment and adhere with career goals. As per notion of this study employees’ career adaptability associated with their self-awareness, resourcefulness, moral principles, and independent will comprise ultimate characteristics to become proficient and high-motivated in assembling a successful career. Therefore, the approach to be pro-active in relation to groom employee career has multifaceted and crucial under this thought-provoking work world.

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