CAREER DEVELOPMENT

Advancing Perspective and Practice

Editors
Maimunah Ismail
Steven Eric Krauss
Ismi Arif Ismail
Attention to developing its human capital as 'k-workers' who are competent, not only in technical aspects, but also in terms of human and social skills.

REFERENCES

Linking Career Development to Quality of Work Life: Future Tool of Human Resource Development
Beh Loo-See

INTRODUCTION
Career development has always been an important aspect of a person's working environment. It is the process of determining what one's path will be, how the journey will be made, and how to manage the demands of one's life and work along the way. Career development helps individuals achieve their career objectives. Career development can be integrated with people's career needs by linking it to different stages of their career. Career development interventions can serve a variety of purposes such as providing feedback on progress and work effectiveness, hence understanding career development is important due to changes in current workforce characteristics. Employees have changed their values such that today they want more self-fulfillment in work and to be in charge of managing their own career planning. To sustain a highly committed and motivated workforce, organizations will, clearly and increasingly, have to address the needs of employees and career plans. A career development system is a formal, organized, planned effort to achieve a balance between individual career needs and organizational workforce requirements. It is a mechanism for meeting the current and future human resource needs of the organization (Granrose & Portwood, 1987).

The concept of Quality of Work Life (QWL) has been used in industrial relations, work design involving team decision-making and organizational effectiveness. QWL concerns staff development and well-being and it has been recognized as an important facet of performance (Cole et al., 2005).

If career development of an individual is to succeed, it must receive the complete support of top management. Ideally, the HR system in the organization should reflect