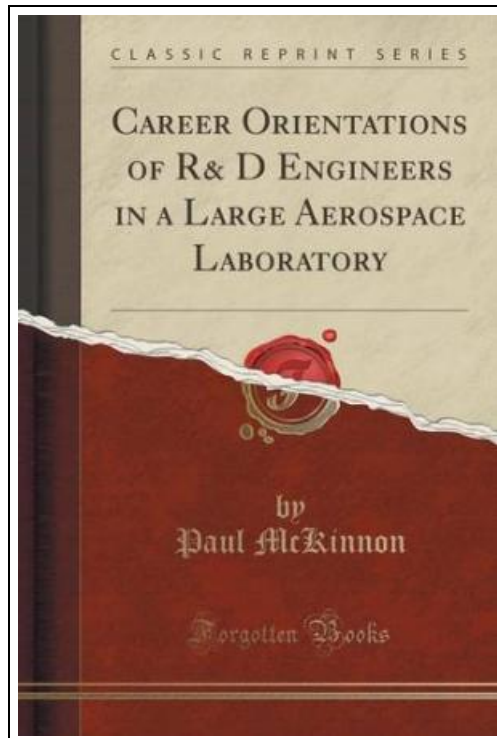


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Forgotten Books, United States, 2015. Paperback. Condition: New. Language: English . Brand New Book ***** Print on Demand *****. Excerpt from Career Orientations of R D Engineers in a Large Aerospace Laboratory The purpose of this paper is to explore the career orientations of engineers. Although much has been written on this general subject, the data presented in this paper will identify characteristics of people with three different career orientations and should add substantially to data provided by earlier investigators. In recent years, research focused on careers has been particularly fruitful in the study of work in organizations. The study of careers is useful because it focuses on the fundamental link between individual and organization and involves the study of how each party attempts to influence the behavior of the other. It is this basic link that serves as the basis for collective action. The term career has been used to describe everything from vertical progression up an organizational hierarchy (Hall, 1976) to a non-work related series of diverse life experiences (Goffman, 1961). The definition that is used here is stated by Hall (1976), A career is the individually perceived sequence of attitudes and behaviors associated with work related experiences through the span of the person s life. Although according to this definition, a persons career is defined retrospectively, it is important to remember that career is not a static concept. It is dynamic, in that it changes as perspectives change or reframe. Hall emphasizes that dynamic nature of a career. Careers develop, or people develop during the course of their careers. Development involves growth or learning over time. A person s stage of development today is very much a product of the stimulation, reinforcement and learning he experienced yesterday. Therefore, it is not only the person s job which...



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