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ABSTRACT

Changes in the composition and attitudes of the work force have resulted in increased interest by employers in formulating and implementing career development efforts for their employees. Surveys have revealed: companies believe that career development efforts enhance employee performance and improve utilization of talents; most organizations have some sort of career development activity and it is receiving increased attention; there is little agreement about how to make programs operational; and research has generally not preceded development and implementation. Research into the psychology of adult development can be applied to career development as well. By utilizing the process of adult development, individuals can be encouraged to achieve their full career potential, thereby benefiting both the individual and the organization. Current approaches to career development involve: (1) individual career planning and counseling; (2) assessment; (3) career information services; (4) organizational career planning; (5) training and development; and (6) approaches aimed at special populations. Although much variety exists in these practices, it is clear that career development endeavors are significant undertakings in a rapidly increasing number of work settings. This fact sheet includes a bibliography of three resources, two of which are available from the Educational Resources Information Center (ERIC) system. (DC)

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Career Development in the Work Place.

OVERVIEW: ERIC Fact Sheet No. 11.

by

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2. Hays, C. H., Jr. (1964). *Employer-sponsored Career Development Programs and Recommendations for Program Planning*. Boston, MA: Educational Testing Service, 1964. ERIC Document Report by the Service Center, 1965-70.

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