



Organisational Career Development - Current Trends in Research

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There has been much debate in theoretical research as to the role of the organisation in career development.

Research shifted from a traditional view of career development where the individual developed their career within the organisation, to a "new" view of career development where the individual drives their own career development.

However, as this shift happened in careers literature, in the strategic human resources management world there was an emphasis on talent management and organisational development.

How then do organisations fit into career development? What is the role of organisations in supporting career adaptability and providing meaningful futures for their employees?

This presentation will report on the findings of a series of structured interviews with employees, Line Managers, and HR Managers from corporate, not-for-profit, and government organisations about their experience of organisational career management.

This presentation will seek to highlight:

- how organisational career management works in practice
- what leads individuals to buy-in to organisation career development opportunities
- what are the barriers that prevent buy-in to career development opportunities

This presentation will also seek to highlight who the key stakeholders are in a successful organisational career management system and how Career Development Practitioners could best support in the design and development of these systems of practice.

Opportunities will be provided for practitioners to reflect on their own experience of organisational career management and to consider how they too could add value to an organisational career management system of practice.