

Chapter 9

Career Predilections and Options to Opt Occupation for the Youth in Pakistan

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ABSTRACT

The aim of this study is to find the employment options and career choices of young people in a developing country, Pakistan. In this regard, an exploratory approach is used to conduct this study. The findings of the study show that there are formal and informal options for the youth to choose occupations. Formal includes the employment opportunities provided by the government which include in the long term and short term in their services; however, informal employment includes different kinds of work in the different sectors. Overseas employment is the external option of the career choice for the youth. However, a business incubation center is an internal source of career for university students and graduates who want to opt for entrepreneurship as their career choice. This study provides implications for the government and non-government organizations to create different kinds of employment opportunities to accommodate the huge youth population and make them productive for the economic development of the country and reduce the rate of unemployment.

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1. INTRODUCTION

Study of the career belongs to the social science discipline as well as interdisciplinary which contains a huge diversity in its nature (Hoff, et al., 2020). The idea of a career is broad concepts, but through lenses of Arthur, Hall, & Lawrence (1989, p. 8). The career can be seen as “the evolving sequence of a person’s work experiences over time”. Modestino, et al. (2019) brief that career is associated with different fields like psychology, social psychology, sociology, and economics because all these disciplines directly or indirectly focus on the work, scale, and kinds of work. Across all the disciplines, each one of these contributes to the concept of the career. However, when we talk about the career, we talk about the role, responsibility, performance, and experience of individuals at work in the organization and in different organizational capacities (Li, et al., 2019). Work is an organized process of organizational settings. The work process undergoes traditions and lifelong stages. Outside the organizational frame, the work is an activity but in the organizational context, the work is determined as a career for lifelong. Career is a continuous learning process along with improving skills and competences (Son, 2018). Education, training, and continuous work shape the career in the organization and progress in the career. Career development undergoes different phases of the promotion and organizational career ends at retirement from the service (Hirschi, 2019).

Navigation in the employment options and increasing flexibility in careers is a reason for changes in the labor market. Hence, managing competences to swim in the labor market is central to career development and career success (Ireland & Lent, 2018; Arthur, et al., 2005). Opportunities for work and constraints at work are a notion of flexible careers. Careers are sequential but not predictable because nature and intensity are changing over time and due to circumstances (Mäkikangas, A. (2018). Life-course of young people has been transformed through social structures and diversity of life’s pathways. The life-course perspective of young people is governed by future careers. They adopt a career with a change in life circumstances. The choice of right career broadens and deepens perspectives and prospects of the life of young people. Dynamics of the career shape the career trajectories. Career pathways are influenced by the economic factors and workplace factors, such dimensions and direction to future goals, plans, hopes, and anxieties relevant to the careers (McDonald, 2018).

Work rotation is associated with the experiences and positions situated in the organization and this transition in career from one position to another position horizontally and vertically creates magnitude in the career. Boundaries crossing of different positions to give exposure to the different work and add information to the people’s working lives in the social space of the organization (Gunz, et al., 2007). University graduates have many career options after completing their studies, but they know only a few options and do not know the more options and their scope. It is because they are not given exposure to the multiple options during their study and there are not guided properly about how to prepare and compete for the different employment opportunities and career options in their field and associated fields (Supriya and Prasad, 2016).

2. CAREER TRAJECTORIES

Kovalenko and Mortelmans (2014) analyzed the career trajectories and mentioned career types and their motives. However, they also mentioned the outcomes of career mobility in the labor market which is tabulated below. Furthermore, Joseph, et al. (2012) examined the career mobility history.

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