Designing a self-management model of the career of higher education graduates with a focus on new perspectives career

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A r t i c l e   I n f o

A B S T R A C T

The present study was conducted with the aim of designing a self-management model of the career path of higher education graduates, focusing on new perspectives on the career path and based on mixed research, which was applied in terms of purpose and descriptive survey in terms of nature and method. The statistical population of the qualitative and quantitative part of the research included all entrepreneurial graduates and professors who are members of the faculty of entrepreneurship faculties of universities of a country, and in the qualitative phase, 35 of them were selected based on the principle of theoretical adequacy and using the Purposive sampling method. The data collection tool in the qualitative part was a semi-structured interview, and in the quantitative part, a researcher-made questionnaire based on the results of the qualitative phase of the research, whose validity was confirmed by using the CVR coefficient and its reliability was confirmed by calculating the inconsistency rate. Qualitative data analysis was done using thematic analysis method and Atlas.ti software, as a result of which 10 main effective factors in career self-management were identified. In the quantitative part, the model was designed in six levels using Matlab software and fuzzy interpretive structural modeling method, in which self-awareness and entrepreneurial self-confidence with the greatest power of guidance was placed as the main effective factor in self-management of the career path in the sixth level of the model. Clarity of goals and expectations was another effective factor that was in the fifth level of the model, and physical dynamics and personal marketing were the variables that were in the fourth level of the model. In the continuation of leveling, the three variables of psychological skills, human skills and adaptation and environmental awareness were placed in the third level, academic knowledge in the second level, and cognitive and information skills in the first level of the model.

Keywords: self-management, new career path perspectives, fuzzy interpretive structural modeling.

Introduction

Job, as one of the most effective factors in providing material and psychological needs, has a special focus on people's well-being and peace, and career path, which is defined as a sequence of individual experiences over time, forms the structure of people's working life (Gander, 2021). At the same time, continuous and extensive changes in the field of jobs and work methods, including the emergence of new technologies, reorganization, downsizing, etc., by affecting the career path of people, the upward movement of employees in the form of a career ladder. It is largely obsolete (Wolf, 2019). Also, in the current post-industrial era, the importance of manual work, employment and even life in the traditional and industrial age manner has decreased, and instead, the quality of human resources with the power of creativity and innovation, and with the application of thought and knowledge needed today, has become important. has done. In order to confirm this, we can refer to the World Bank's report that 30 million jobs in the US economy are obsolete every year. The mentioned report means that every five years all existing jobs in America will become obsolete and new jobs that require new skills and knowledge will replace them, which is the necessity of self-management of the career path by people and acquiring capital. It reveals the requirements for progress and success in this path (Sepehvand, Solgi & Akbaripasham, 2018). Therefore, in today's working world, the responsibility of providing employment and job security has been transferred from organizations to individuals; In such a way that in the new concepts and orientations of the career path, people are referred to as "agents of their own career destiny"; This means that instead of waiting for organizational support, people should accept the responsibility of securing their job and career and manage their career path (Santos, 2020). Therefore, today, career decision-making is an important and difficult problem that must be solved by people themselves, which requires job seekers to be familiar with the effective factors of success in this complex path.

During the recent years, the quantitative expansion of universities and educational institutions has resulted in a huge number of students and graduates, which the latest statistics related to the state of the labor force in the year 1400 provided by the Iranian Statistics Center show that 925 thousand people from the population of higher education graduates are unemployed, which includes approximately 40% of the country's unemployed population (Rasouli, 2022). The above statistic, which is a very unfortunate and alarming statistic, has become one of the important challenges of the country's higher education system, which due to the fat state of the country's public sector and the move towards privatization, is expected to hire university unemployed people in the form of a body. The government and executive bodies are a false and futile expectation. It should also be noted that today's society is no longer similar to the past and having skills, mastery, professional competences and sometimes the nature of relationships is much more important than academic qualifications. In addition to this importance, failure to promote the culture of entrepreneurship, job search and self-management of the career path among graduates is one of the possible factors that fuel their unemployment. Although, in recent years, universities of the first level of the country have taken a step in training entrepreneurial forces by developing their growth and innovation centers and have taken steps towards becoming third generation universities; But the society of higher education graduates continues to suffer from the problem of unemployment and the inability to manage their career paths, which necessitates conducting researches with the aim of familiarizing more students and graduates with effective factors in improving employability and The increase in self-management makes the career path more obvious. Therefore, the above research has been carried out in order to realize this importance and with the aim of designing and presenting a model based on new perspectives of the career path in order to increase the ability of self-management of the career path of higher education graduates.

Methodology

The above mixed research, which is based on the inductive-deductive paradigm; In terms of its purpose, it is applied, and in terms of its nature and method, it is a survey description. The statistical population of the research includes all entrepreneurial graduates and professors who are members of the faculty of entrepreneurship faculties of universities of the first level of the country, which, according to the officials, are operationalizing their strategic plans on the way to becoming third-generation universities. have done It should be noted that among the 141 universities affiliated to the Ministry of Science, Research and Technology, only 13 universities. In order to select the members of the statistical sample, a targeted non-probability sampling (judgmental) method, which is specific to qualitative research, has been used, based on the principle of theoretical data

saturation after conducting 35 interviews and repeating the received data, the data collection process The qualitative phase of the research was completed. In the quantitative phase of the research, due to the use of the fuzzy interpretive structural modeling method, which requires the collection of experts' opinions, the participants in the qualitative phase of the research were selected as community members and statistical s A semi-structured interview has been used as a qualitative data collection method and a questionnaire has been used as a quantitative data collection tool. In order to analyze the qualitative data, the theme analysis method was used, and in the quantitative part of the research, the interpretive-fuzzy structural method was used to analyze the data and determine the level of the model dimensions. In order to ensure the validity and reliability of the research in the qualitative part, Lincoln and Goba (1985) evaluation method was used, based on this method, four criteria of reliability and validity, transferability, reliability and verifiability are the basis for obtaining validity. Reliability is considered in qualitative research. To gain credibility; The text of the interview and the extracted codes were presented to ten of the professors participating in the research, and their comments were considered and analyzed. In order to achieve transferability in the research, the participants in the research were selected from different educational groups with different expertise and experiences. In order to ensure the reliability of the research results, the full recording of the interviews was used in order to make it possible to check the data multiple times and the possibility of coding by the colleague, and the verifiability of the results was also made by placing the final results of the research in the qualitative phase at the disposal of the expert panel members. And approval was obtained by them. In order to measure the validity in the quantitative part of the research, the CVR coefficient was used and the reliability of the questionnaire was measured by calculating the inconsistency rate of the pairwise comparison matrix, which according to the value obtained for the inconsistency rate (0.054, less than 0.1).

Findings

The findings of the above research are presented in the form of two categories of qualitative and quantitative findings with the priority of obtaining qualitative findings. The qualitative findings of the research, as a result of the integration of the codes extracted from the review of the theoretical foundations and the coding of the conducted interviews, formed the main and subcategories of the self-management model of the career path of higher education graduates. The results of the qualitative phase of the research along with the extraction source of each category are presented in Table 1.

Table 1

The main and subcategories extracted from the coding data

symbol	main category	subcategories
1	Acquiring psychological skills - self-efficacy	- Resilience - Optimism - Flexibility - Hope - Thinking positive - persistence in case of failure
2	Physical dynamics	Individual effort - Empiricism - Recognition of development needs - Acquiring daily skills - Taking advantage of learning opportunities - Monitoring and checking all related job opportunities - Not limiting oneself to the appointment of a specific profession or organization
3	Acquiring cognitive skills	- The power of analysis - Acceptance of reality - Conscientiousness - Behavioral capacities - Emotional Intelligence - Emotional Intelligence
4	Acquiring human skills	- Multidisciplinary experiences - Verbal skills

5	Clarity of goals and expectations	- Perceptual skill
		- Determination of individual goals and expectations
		- Determining organizational goals and expectations
		- Determining and recognizing personal values
6	Personal marketing and taking advantage of experts' opinions	- Refer to entrepreneurship centers and science and technology parks
		- Consulting with entrepreneurs in the desired field
		- Recording and reviewing the experiences of entrepreneurs
		- Trust building
		- Informal social links
		- Networking with managers and business leaders
7	Entrepreneurial self-awareness and self-confidence	- Risk taking
		- Desire for success
		- Willingness and effort towards creativity and innovation
		- Tolerance of ambiguity
		- Self Confidence
		- Knowledge of skills
		- Recognition of competencies
		- Understanding personal interests and characteristics
8	Compliance and environmental awareness	- Knowledge of the economic environment
		- Knowing the political environment
		- Knowing the cultural environment
		- Knowing the social environment
		- Knowledge of the legal environment
9	Academic knowledge	- university degrees,
		- Vocational and specialized training certificates
10	Acquiring information skills	- Familiarity with general software
		- Familiarity with specialized software
		- Familiarity with application software

Conclusion

According to the results obtained from the above research, according to the priority of the identified factors in increasing the self-management ability of the graduates' career path, the following suggestions are presented to the graduates of higher education:

- Due to the fact that entrepreneurial self-awareness and self-confidence are the most effective factors in self-management of the career path, objective examination and writing of personality traits, competences, abilities, weaknesses and strengths in order to increase self-awareness and strengthen self-confidence Entrepreneurship is suggested through increasing self-confidence, tolerance of ambiguity and overcoming limiting beliefs.

- Regarding identifying the role of clarity of goals in self-management of the career path, setting specific and attainable goals in personal and professional matters in order to increase the chances of growth and success and turning ideas and thoughts into step-by-step and applicable processes. It is suggested to reduce the main goals to micro goals.

- Considering that limiting employment within the framework of a degree will result in the limitation of a person to a specific organization or profession, identifying opportunities and improving the level of skills and competencies needed by the day through continuous environmental scanning and increasing dynamism. Physics is recommended for graduates.

- for the purpose of personal marketing and taking advantage of expert opinions; It is suggested to visit entrepreneurship centers and consult with experts with the aim of gathering their experiences and suggestions and gaining the trust of the managers and leaders of the businesses in question by proving their competences and capabilities while building relationships.

- In order to strengthen psychological skills, optimism and hope for the future and acceptance of failure in professional life are suggested as factors that increase experience and facilitate the path to success.

Considering the requirement of correct understanding of the environment as one of the indicators of self-management of the career path, following up on current economic, social, political and cultural issues in order to increase the ability to understand and analyze the environment and improve the ability to correctly predict the flow of environmental events and opportunities It is suggested.

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