

## Cultivating corporate skills and career management for young engineers

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### Abstract

The present scenario has to mend a lot for the budding engineers. Probably 95% of the candidates who are at the verge of getting placements somewhere they go down for some reasons. A recruiter is not looking for employees to just do the job, they want employees who will excel. The main objective in this research paper is to show how an aspirant who yearns for a job should cultivate corporate skills and career management for his betterment of goal settings. They should set their goals with patience, planning and perfection. One should manage a career map to set his goals. Assess the strength and weakness for realizing the goals and know the various career management skills.

**Keywords:** corporate skills, career management, patience, planning, perfection

### 1. Introduction

The modern age is an age of changes and challenges and every change is indeed a challenge. Every challenge triggers another change. Now every human being has to face challenges and changes that crop up in front of us like a propped morning newspaper. Consequently, though the useness today is highly dynamic and volatile and offers a variety of opportunities, it simultaneously poses a challenge in front of every one of us and to stand and deliver in the most trying moments. Amidst improbable advancements, staggering proliferation an aggravated sense of completion and convoluted layers of man's aspirations there exists in every soul an intense desire to succeed in life. This desire is felt with greater intensity in the corporate world in which professionals combat fiercely to first survive and then tenaciously hold on to the security that is constantly threatened by the forces beyond the frontiers of the known. The fact that since humans operate on similar aspirations and that their needs, desires, pursuits and search also hover around predictable spheres of force, money, growth and accumulation. It is inevitable for all of us to feel the heat of the pressure. It is the pressure to do better than others.

In the corporate culture, the companies always look for the people who can truly excel and contribute in its growth. If a person delivers effectively, a fusion of this skills, temperament, attitude and knowledge and a conducive professional milieu, even then he fails to achieve because many of us do not know how to harness the natural propensities and achieve integration between the basic strengths and the professional aspirations which essentially should stem out of them. Most of the job seekers are unaware of their potentiality and attributes that characterize to define, plan and launch themselves into the professional career.

### 2. Career Management

Career Management refers to the foundation, freedom and the responsibility that one have to manage their career. It is essential in the day to day life and truly works for our own. One should understand clearly that no one else can do it for you. One should

know one's likings and dislikings, strengths and weakness, achievements and failures. One should exploit one's strengths for their benefits and keep working on one's career. Only one can do it for oneself with strong determination and devotion. In which one will be the master of one's own career. This attitude helps in exploring the hidden potential and get job satisfaction which is the ultimate goal after completing the studies and entering into a professional life. When career management is a success a person can manage even in the toughest periods or swings. The first step that one has to require is to set one's goals. Goal setting plays an important role in the corporate culture.

### Goal Setting

Ralph Waldo Emerson observes "The world makes way for the man who knows where he is going". To achieve success, one needs to develop goals. A positive mental attitude and right thinking are the foundation bricks of building success. Every single individual, despite his apparent akiness with all others, reserves a very special desire to be different from others. It is their desire that determines the goal of a person in his career. The career goal has to be opted with patience, planning and perfection. Goals are the major motivating force. Goals work in two ways

1. One can work on them.
2. They can work on one's

Goals help a person to set his priorities straight. A proper goal setting may serve as a light house not only for the better professional career but also for a better life in totality.

### Realizing the goals

Goal setting must be realistic and attainable. Before setting a goal one has to assess the strengths and weakness to sustain morale, monetary gains, position and power. Goals should be clear headed about what one wants to become, and what are the short term and long term goals. It is noticeable from the hierarchy of personal goals diagram.

The chart represents that a person may first like to obtain a higher degree or to get promotion or like to take up new

challenges in life. The next higher layer of goals as one may wish to become popular or make a respectable position in society or

grow financially independent or establish good contacts or gain power or possess sound health.



NLP Technology of Achievement: Hierarchy of Personal Goals

Finally one wants to achieve happiness and pleasure in life and may wish to attain one’s ultimate goals. Goal setting would not take a person far away, but one has to plunge into action. It is also important to evaluate one’s progress periodically. One should celebrate the success so that one may rejuvenated to set next higher goal.

**3. Career Management Skills**

Career management serves as a torch bearer in the job market. Students and job seekers have to require career management skills to successfully manage their career. Tips for Career management skills are as follows;

- Identify your professional objective.
- Be fully prepared.
- Recognise your strengths and weakness.
- Increase your marketability to match your professional objective.
- Improve upon your communication skills with people who may help you in realizing your goals.
- Deliver best performance everywhere.
- Possess a value adding attitude.
- Develop team spirit and leadership qualities to excel and manage your career.
- Be always prepared to launch yourself into new horizons and subsequently, broadening risks and opportunities.

**4. Conclusion**

It is indeed, the best career management for young engineers is to require and possess a set of skills, vision, commitment and a positive mental attitude. Goal setting also amalgamates with qualities such as leadership drive, attitudinal, clarity admirable subject knowledge and effective communication skills will raise a person to the horizon.

**5. References**

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