

Karierna vizija kot sidro osebne odličnosti

Career vision as anchor of personal excellency

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Povzetek

V raziskavi opisujemo izobraževanje o kariernem načrtu, ki je kvantitativno in kvalitativno empirično preverjeno. Izobraževanje o osebem kariernem načrtu (neodvisna spremenljivka) je osnovano na lastnem modelu, pri katerem smo testirali odnos udeležencev do kariere, porast njihove samozavesti in zaznavanje osebne odličnosti (odvisne spremenljivke). Pri kvalitativni analizi je bilo empirično gradivo, zbrano v obliki petih skupin 20 esejev, ki so jih napisali udeleženci izobraževanja. Postavili smo paradigmatski model in oblikovali končno teorijo. Pri kvantitativni analizi smo z vprašalnikom zbrali podatke na vzorcu 272 udeležencev izobraževanja in vzorcu 273 neudeležencev izobraževanja. Testirali smo veljavnost in zanesljivost vprašalnika ter ugotovili njegovo interno konsistentnost. Za analizo posameznih trditev smo uporabili deskriptivno statistično metodo s frekvenčno porazdelitvijo, bivariantno analizo, faktorsko analizo in T-test. Na osnovi rezultatov smo potrdili vse tri hipoteze, ki smo jih postavili na začetku raziskave. Ugotovitve raziskave bodo uporabne pri osebem menedžmentu ter v kariernem menedžmentu kot procesu planiranja znotraj organizacije. Karierni načrt kot gradnik osebne odličnosti, zgrajen na podlagi modela kariernega izobraževanja z vgrajenimi elementi nevrolingvističnega programiranja, potrjenimi v okviru najnovejših raziskav nevroznanosti, predstavlja novost. Potencialnim raziskovalcem podajamo predloge nadaljnjega raziskovanja na tem področju.

Ključne besede: karierno izobraževanje, osebna odličnost

Abstract

The primary goal of the report is to determine the effect of education on the career plan that will be quantitatively and qualitatively empirically tested. The education about the personal career plan (independent variable), which is based on our own model, where we have tested the attitude of the participants towards their careers, the raise of their self-confidence and perception of their personal excellence (dependent variables). Regarding the qualitative analyses, the basic empirical data for these analyses has been collected during the educational process, as word-descriptions and testimonies of the 20 participants. We constructed a paradigmatic model and developed the final theory. Regarding the quantitative analyses we have collected the data with questionnaire on the sample of 272 participants and sample of 273 non-participants of education. We have tested the validity and reliability of the questionnaire and we recognized its internal consistency. To analyze several statements, we have used a descriptive statistical method of frequency distribution, bivariate analyses, factor analyses and t-test. Based on the results we can confirm all three hypotheses, which we stipulated at the beginning of our research. The findings of the research will prove useful in personal management and career management in the process of planning and organizing the promotion of individuals within the organizations in accordance with the needs of those organizations.

Career plan as an integral part of personal excellence, build on the model of career education with integrated elements of tools of neurolinguistic programming, confirmed by the most

recent research in neuroscience represents a novelty. Potential researchers provide suggestions of further research in this area.

Keywords: career planning, personal excellence