

Risk Acceptance Underlying the Development of Career Path

Amin Mohammad Rezaee Hemmat Abad ^a, Malikeh Beheshti Far ^b

^a MA student, Public Administration Department, Rafsanjan Branch, Islamic Azad University, Rafsanjan, Iran

^b Assistant Professor and faculty member, Management Department, Rafsanjan Branch, Islamic Azad University, Rafsanjan, Iran

Abstract .Human factor is the most important capital for the success of an enterprise so employees have the unique skills, talents and features and in other word have to be aware of them. Knowledge of human capital in this field will cause them to lead a satisfactory job, it means recognizing potential of career path. Career path in one's life is very important. Understand the career path within an organization need to review the process of how people plan and implement their own career goals (career path planning) and how organizations to design and implement their own career path development plans. It is certain employee's behavioral characteristics from the positive or the negative in many organizational results is effective and positive aspects of behavior can reduce many of the adverse consequences of the organization. Risks taking require courage, bravery and a willingness to accept criticism, because if things are not done in accordance with the purpose, must respond to criticism and accept responsibility for their mistakes. In some institutions, the people welcomed the risks reach to constructive results; significant bonuses paid and agreed to be partly compensate losses from risk. Risk acceptance will also achieve success in the career path for employees will be easier or harder. In this article we have tried to investigate the role of these two factors and concepts to be addressed in this context.

Keywords: career path, career path development, risk, risk taking

1.Introduction

Career path development is not a new issue since the advent of the human resources with the organization and manpower associated. In the past, organizations focus on career management, but now employees have recognized the importance of this issue and focus on it (Shiri, 2010). Successful career path defined as a positive set of mental success or work-related success that emanating from the career path experiences throughout one's life. Jaskolka et al found that career path success is a value judgment and whether it is successful career path depends on the judgment of one (Rozr et al, 1998: 691). Vilnsky (1961) traditional career path in terms of structure is defined as follows: career path is a succession of job-related within the organizational hierarchy through which people will move to the top level (Beheshti Far; 2012).

Career path development consists of a series of activities that originate employee's career path goals in achieving those goals will help (Zaree, 2001: 22). Career path development has also a special place in

the way of work and the general framework of performance management (Kandola, translation Japlqian, 2009: 19). On other hand, career development path progress the individual during the years of his service. The organization should have plans to improve their employee's career development and guide them in that direction. A true and fair pathway to career development can lead to job satisfaction, commitment to the organization and the sort of things. So just organizations to create career development fair path for employee not only to the organization's development but also contribute to the development of people (Danziger and Valency, 2006).

Although a career path in management of individual is old topic but increase recent efforts and leveraging usage of different kind of human resources management system, has attracted attention to career path development again. It is noteworthy that the development and career path planning considered as both an opportunity and a threat in organizational effectiveness (Kandola, translation Japlqian, 2009: 21). Career path defines as a process of individual attitudes and behaviors related to work experience

and related activities in the course of one's life (Beheshti Far, 2010). Career path development is a huge source employees fulfill their career aspirations, skills, interests and values are aligned with the organization itself. Career path development helps employee to achieve organizational purposes (Kandola, translation Japljian, 2009: 19).

What are the risks and when the risk is large and when is little? Whether to risk his life? Scientists believe that human life cannot progress without risk. However, the concept of risk in the minds of many people used in it's the financial means. Financial risk means that money used in a way that there to be chance of losing it. However, the risk of anything used this concept implies that there is the possibility of losing something or the threat of it. However, the absolute risk is not always the sense of loss (Shiraghaee, 2007, 15). Risks in the broadly defined as the probability that an action or activation (or lack of action) specific lead to the loss or outputs and outcomes are unpleasant and unwanted. Almost all human efforts involve some degree of risk, yet some of them carry additional risks (Valadi, 2010: 3).

Risk taking requires courage, brevity and a willingness to accept criticism, because if things are not done in accordance with objective, must respond to criticism and accept responsibility for their mistakes. In some institutions, for people who are embracing the risks reach to productive results, significant bonuses paid and agreed to be partly compensate losses due to the risk (Faghhi Farahmand, 2006: 633). Risk taking arises in both individual and organizational culture presented. From individual respective one based on his perception of risk and risk taking is unique. In the organizational culture level every organization has a level of risk taking that transmits to its employees. Risk is part of daily human life and the effort went every major challenge that human civilization has occurred and is willing to risk. Now imagine a situation without risk is practically impossible and a wide range of climatic events, health topics such as market and financial transactions considered as the risk. One of the most comprehensive definitions of such phenomenon arises when the risk event or circumstance that is included when precisely defined; then likelihood and severity of some of the statistical methods used are then combined by function and achieved the desired level of risk event (Latifi, 2007: 46).

2.The concept of career development

Today, managers, employees, public regulators, researchers and improve the quality of work life are important. Labor between men and women and young people, especially those who have a higher education pay more attention to job that richer jobs can be effective. These people with employment in the organization need to progress and development and transfer of experience and upgrades and the need to acquire new skills (Keshavarzi, 2011).

Many people, their job decisions by observing the world around and trying to adapt themselves with the world. This is something that should really be the opposite. The best career path is a process that starts from inside - an evolution of consciousness - you have to aware of your skills, talents, abilities, features and characteristics unique, because the self-awareness is the cycle will lead to a satisfactory job. Select a business suit individual's interests and abilities, is one of the most important stages of life for all people.

In fact, everyone, not just earn their own chosen professionals, but the choice to determine their social status. So as well as can be expected with his career choice in addition to income level determines social status and self-esteem. Hall (1999) describes the importance of staff have expressed their interest to:

Employees are willing to sacrifice their interests for specific areas and to satisfy their social needs are interrelated with their colleagues and boss. Psychologists define job as a series of learning experiences that allow a person to be their ability to earn interest (Sabzian, 2011).

Job path is a way of life, accordance with the attitude and motivation of the employees is that they play a role in their work. It is also important to understand that job path includes a set of jobs that a person in the course of his life is ahead and it includes training in job role, goals and hopes, dreams, emotions and uncertainty is in accordance with the role. However, a job path, in the broader words includes non-payment work such as volunteer activities and development in a society (Keshavarzi, 2011).

Paths and opportunities for career advancement in organizations with reorganization, downsizing, right, the lack of layering, compression of the pyramid, team, external source among the many changes that are taking changes profoundly. In most respects, these days of career paths are one of challenges due to progressive instability in the relations between people and organizations occurred. Organizational

experts recently tried to show the career path implications in terms of current changes in the structure and division of labor within organizations. Career path refers to a set of tasks and jobs that people are responsible for their working life. The most common use of the phrase is in progress. In some cases, career path implies a professional or job requires a high level of education and training.

In other cases, career path refer to any long-term commitment with extensive psychological investment in a business or an organization. Some has meant the career path words with internal and external meaning. From their view internal career path include an internal feeling that typically takes one to his career (Sabzian, 2011). The concept points out the sequence of person's life roles are a succession plan for their progress through one or more external career dream in their minds. The external career path refers to sequence of formal role linked to a specific profession. Steps and social roles by organizational policies and social implications of an individual can be expected in the occupational structure, defined (Keshavarzi, 2011). Many people make their job decision by observing the world around and trying to adapt themselves with the world around themselves.

This is opposite what really should be done. The best career path is a process that starts from inside (an evolution of consciousness). You have to aware of your skills, talents, abilities, capabilities and unique features because self-awareness is a cycle will lead to a satisfactory job. Career path for reasons such as business identity and status, providing rich working life, formation based on the concepts of social, to create an opportunity to satisfy their desires for knowledge, development and progress has major importance (Sabzian, 2011).

Most theories of traditional career path, career path based on structural conditions rather than individual circumstances described. Career path as: Succession of related job, the person in the hierarchy of how to move or job-related training and work experience that will be determined, where a person moves up through a series of posts that require higher skills and responsibilities

and provide increased financial return (House, 2007: 7, quoting Beheshti Far, 2012). Wilensky (1961) traditional career path in terms of structure is defined as follows: career path is a succession of job-related within the hierarchy through which people will move to the top level (Beheshti Far; 2011). Career path: a set of tasks and occupations people during his career are the most common use of the term career path is to progress in labor (Keshavarzi, 2011).

3.Skills needed to develop a career path

Here the question comes to mind that person to advance in their career should have what skills. And that these skills help to detect and increasing skills and use them to get a good success offers;

1. Technical skills: specialization in a particular field suggest that a particular job is to enable the individual; such as the design of a chemical process, construction equipment and so on (Tusi, 2006).

2. Acquired skills: rooted in personal characteristics, such as flexibility, curiosity, and optimize decision-making power (Gangr, 2002).

3. Transferable skills: it is the important skills in the career path development; these skills can be transfer of a professional career to another and from one industry to another field. Identifying transferable skills, is first step of awareness and career planning (Peter et al., 2005), these skills will fit into seven categories:

- Communication, writing, speaking, listening, training, consultation, persuasion, managing, promoting and expressing emotions.
- Research, visualization, visualization, invention, creation and interpretation of artistic abilities.
- Research, gather, evaluate and classify information.
- Describe, using logical analysis to identify weaknesses and to identify similarities.
- Resolve problems, as a matter of evaluating alternatives, control over solutions and improved the situation.
- Organizing, by following the policies and procedures, attention to detail, archive, search and classification.
- Combination, combining information in a whole interconnected, review information and expressed in a clear way, awareness of transferable skills, special abilities, and also help to understand what the special capabilities we have and give us the facility for clear the capabilities (Terkilson, 2005).

4.Definition of risk

To understand the nature of risk, first began to be defined. Although many differences in how risk is defined, the following definition is provided, show briefly the nature of the risk: the risk that is likely to incur losses (Oxford Dictionary). This definition includes two main aspects of risk:

1. The amount of loss must be possible;

2. Uncertainty about the losses must be present. Dictionary investment knows risk investment potential loss is calculated (Hildreth, 1988). Galitz risk of any fluctuations in any gains knows (Galitz, 1996). Webster's dictionary, defined the risk exposure (Webster's dictionary). Most definitions of risk are clearly two aspects of it, the loss and uncertainty are discussed. But the third aspect, the choice is usually implicitly referred to the order of selection, of paying attention to it. The three conditions, basis risk and are the basis for more intensive study. What is it and what risk is acceptable and what is not. Here four techniques for doing this are presented:

1. Define the concept of a risk-smart for all: companies that are better in terms of innovation in the areas where risk-taking must be encouraged and these are areas that should not be a distinction.

2. Use the right words to encourage the right culture: language, behavior and mindset shape creates what is acceptable and what is not.

3. Agile and keep a small size: size is important when it comes to risk innovation, experience, smaller and faster, are more successful (Pardo et al., 2001).

Basically, the term risk is extensively used in the field of financial management, but risk is a concept which is typical in all decisions. Effective management of risk is the most important characteristics of successful organizations are made up of two basic parts: the soft part and behavior, including the organization's risk culture and more difficult to include special programs that guides the institution's risk management. Good risk management requires both strong risk culture and a pervasive element in the organization. This risk arises in both individual and organizational culture. The individual based on his perception of risk and risk taking is unique. In the organizational culture each organization has a level of risk taking that it transmits to its employees (Khastar, 2010).

5.Strategies to deal with risk

When risks are identified and assessed, all techniques of risk management placed in one or more categories of four main categories. Optimal use of these strategies may not be possible. Some of them may involve trade-offs are that the person or organization that makes decisions on risk management is not acceptable:

1. Avoid the risk: avoidance strategies, the risk are not doing that activity. For example in this regard, aircraft do not fly, so it avoided the risk of theft. Avoidance strategy seems to be a solution to all of the risks, but avoiding risks also means loss of potential profit is possible due to the acceptance of risk is achieved. The lack of a market in order to avoid the risk, the risk of lost business is profitable (Alijoyo, 2004).

2. Risk reduction: reduction strategy, the use of methods that reduce the severity of the loss.

For example, the fire extinguishers were designed to quell the fire, noting that reduces the risk of loss resulting from fire. This method may further losses due to water damage and therefore may not be appropriate. Halogenated fire prevention system may reduce the risk, but the cost of that might be, as a deterrent to prevent its selection strategy (Babae and Vazirzanjani, 2005).

3. Acceptance of risk: acceptance strategy, namely the loss when it occurs. In fact, self-assurance or guarantee is private in this class instead. Acceptance of risk is acceptable strategy for small risks that the cost of protection against the risk may be higher when all the resulting losses. All the risks that are avoidable and not transferable are not necessarily acceptable. These include certain risks that are too large or it is not possible or payment protection insurance, it may not be practical.

In this context, the war and the lack of guarantees for the properties relative to its risk, is a good example. Also, the amount of potential loss in addition to the guaranteed amount, the risk is accepted. It may also be acceptable if the possibility of heavy losses, the cost of insurance for a small or a little more coverage, is very high, so that the major obstacle to organizational goals (Alijoyo, 2004).

4. Transfer of risk: strategic transport, the cause of the other part accepts the risk, typically by contract or precautions. The insurance, a risk transfer strategy is the use of contracts. In other cases, this is done through verbal contracts to other parts of the non-payment risk premium, is transferred. Usually the responsibility among the builders or the builders so transferred. On the other hand, the use of adjusted positions in financial investments, a typical example of how the precautions by companies manage the financial risk. Some ways of managing risk fit at all levels of. Social acceptance risk means risk tolerance technically, but its distribution in the entire cohort, the risk of transmission among group members. The situation is different from traditional insurance, where premium is not already exchange between

members of the group but instead, the resulting loss is taken into account all members of the group (Stulz, 2003).

6. Conclusion

Profound changes such as globalization, increased workforce diversity, and technological advances have occurred in the context of organizations. These changes have led to new realities career. Such as downsizing, restructuring processes often lead to increased internal termination of service; job and career paths are different groups. Career path meaning posts, opportunities and jobs in a row a person is responsible during his working life. Develop a career path involves synchronization and matching three elements, individuals, organizations and broader environmental culture. Successful career path is as a positive set of the success of work-related mental or defined success and the career path emanating from experiences throughout one's life. Successful career path is a value judgment and whether it is successful career path depends on the one's judgment. Good career path system that allows staff to meet the needs of motivational and self-development needs, arts identify and strengthen their job, grow your career and expedite your career path meaning of their life, finally, they created the greatest job satisfaction and harmony in life.

Risk taking is factors that will make employees more quickly in your career path and act more successful. Risk, is a process that requires experience, expertise and high accuracy. When risks occurs person face with few options and its consequences have not been known and one should consider their experience and profit and loss is large in size. Lack of employee's risk-taking in the workplace can be combined with the rest. Workers with these characteristics tend to have no difficult targets and prefer to operate in a non-dynamic environment. On the other hand, because they tend to be job security, the ideas and solutions they avoid. It is recommended to staff with the concepts of risk and risk-taking and risk management to make optimal decisions in the proper position to help them in the career path development.

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