

ECONOMIC PROCESSES MANAGEMENT
international scientific e-journal (ISSN 2311-6293)
epm.fem.sumdu.edu.ua
№3 – 2015

Cite This Article:

Polozov A. A., Karminsky A. M., Alexeenko N. Career age peaks [Online] // *Economic Processes Management: International Scientific E-Journal*. № 3. 2015. Available: http://epm.fem.sumdu.edu.ua/download/2015_3/2015_3_5.pdf

Received
June 4, 2015

Accepted
July 15, 2015

УДК 339.727.22:330.341.1

JEL Classification: F23, K2, M48

Career age peaks

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Most researchers seem career as translational motion the steps to the top. However, very similar to that on the ladder just two steps – in 25 and 39 years. At age 25, the largest value reaches the value of the index of intelligence, and at the age of 39 years – management experience. Best results have revealed 6 years after the beginning of its profile.

Keywords: *age, career, success.*

Introduction. In French «carrier» has the following values: field; profession; quarry. In Spanish «carrera» means: the treadmill; the motion of the stars; path to follow; race; field; profession, and so on. d. A career in the narrow sense – climbing in the official hierarchy; in wide – climbing in the social hierarchy. Career in the broadest sense should be considered not only the promotion, but also enrich and getting fame.

Over the past 85 years (1, 2) have been published over 1,450 scientific articles, posts, books devoted to managerial career. Analysis of the literature showed that the bulk of the work is devoted to the age aspect career. About 47% of the work in one degree or another relate to age development in the framework of a career, 12% – are related to career planning. Twice the number of papers have focused on the features of career women (16.7%) than highlighting specific issues relating to career men (7%). Motivational aspects of a career devoted to the 5% of the work. Poorly studied is the regression, which is seen in 1% of all jobs.

Purpose of the article is to determine the point of the highest career achievements, depending on age in various areas

Preliminary study of the problem

«Logistics and Logistics climbing degradation» for IQ

According to N.N. Obozova [2], the ability to learn increases to about 25 years of age, and then decreased by 1% annually. In the dynamics of the development of mental functions in adults are as follows: 18-25 years – the rise of the level of development of memory, attention and thinking; 26-29 years – a recession-level memory and thinking, lifting the level of attention; 30-33 years – again, a high level of memory, thinking, and attention; 34-40 years – the decline and then a slight rise of the level of memory, thinking, attention (2). According to these and other studies, the peak index of intelligence IQ attained the age of 25. And in foreign literature often give value for 26 years. This is due to the fact that in some countries the age of 23.5 "rounded" to 23, and the other to 24. By itself, a plot of the IQ of age, in our opinion, is a two combinations at age 25 logistic curve. One of them, called by us «the logistics of climbing» enough is booming with 16 and ends at around 25 years. Another curve, named by us as «logistics degradation» very slowly decreases gradually since 26 years.

«Logistics and Logistics climbing degradation» for communicative. A recent study by British scientists showed that the peak of our social contacts account for 29 years. Survey of 1,500 Britons showed that on the threshold of the 30th anniversary, they had about 80 friends and acquaintances, while the average of each respondent turned 64 other ... By the way, in the US the age of greatest popularity were 23 years old. It was at this age, most young Americans are educated and become independent life ... In our view, a more accurate figure looks 23 years. This can be explained by the fact that the young man has relations with his friends at school and university but already employed on the job. Cause concern measurement technique such contacts through a number of «friends» on social networks. We have a good idea of how many «friends» of the stars of sport or show business.

Another study conducted by Dutch researchers. The essence of their work has been reduced to what they asked for 7 years to evaluate the circle of his friends in 1500 subjects. The results showed that in the last 7 years, the number of friends with whom to maintain a steady relationship, decreased in 2 times.

The last two studies follows that the total number of communications peaks at 22, according to the logistic «script», and also gradually decreases after age.

«Logistics and Logistics climbing degradation» for physical abilities. The following study was done by the authors in the field of sports game. According to him, in sports results logistically increase in girls to 21 age, and young men – 25 years. «Logistics ascent» is replaced by «logistics degradation» of 21 years in girls and 25 years for young people (4, 6).

If we are divided into three factors: intellectual abilities, communication and complex physical capabilities, we estimate each conditional factor in the range from 0 to 1, then multiply, then obviously that would be the maximum cumulative score at 25 years.

An indirect confirmation of the existence of such a peak can be considered as a constant offset of age at first birth mother at a later date. In Russia, a girl gets married at the age of 23.6 years, giving birth to a child at the age of 26 years. And all the time, this date is shifted to higher values. This can be explained by the desire to achieve career advancement at the expense of the peak of their capabilities, to ensure the strength of his position, and then later give birth.

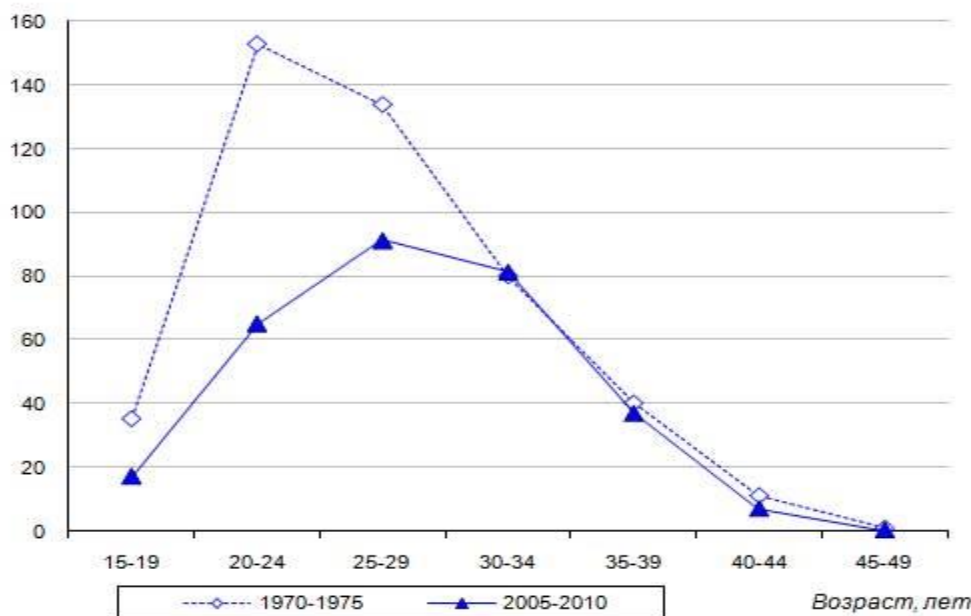


Fig. 1. Age-specific birth rates in Europe, births per 1000 women of the same age, 1970-1975 and 2005-2010 (3)

The hypothesis of the study

According to the authors, the career can be conditionally divided into two segments. The first segment starts with higher education (about 22 years) and ends at the age of 27 years. In this age people maximum competitive manner as an employee. At this period is a maximum point for the index of intelligence, physical and mental abilities. In this age of career success can be described through a combined 25 years of age logistic curve «ascent» and «degradation».

After 27 years, as a rule, a person goes to a managerial position. Here, we expect to see as combinations of a certain age logistic curve «ascent» and «degradation». This is due to the growth of adaptation to the conditions of work, experience, interaction with reliable partners, etc. However, there is a downward trend of physical, communication characteristics, innovative change working conditions, etc.

It remains only to find the value of "management" of the peak.

The first attempts were made in the book (7), where it was described in a study with renowned psychologist R.M. Zagaynovym. The essence of the work has been reduced to the maximum possible level of achievement wards Rudolf Maksimovic of age. We got a peak at the age of 42, but the result is very much dependent not only on the capabilities of the psychologist, but to a greater extent from the wards themselves, their competitiveness.

The course of further research

In business, it is difficult to do some research because of the complex nature of the relationship between different parameters. It is difficult to link the success of the company director with age, as there are hundreds of other factors: the crisis, sanction, the decline in the industry, etc. Therefore, a preliminary experiment was carried out by us in the field of sports, where there is no clutter of environmental factors.

Compare the average for the year evaluation of the success of the highly qualified football referees RFU on their length of service and age

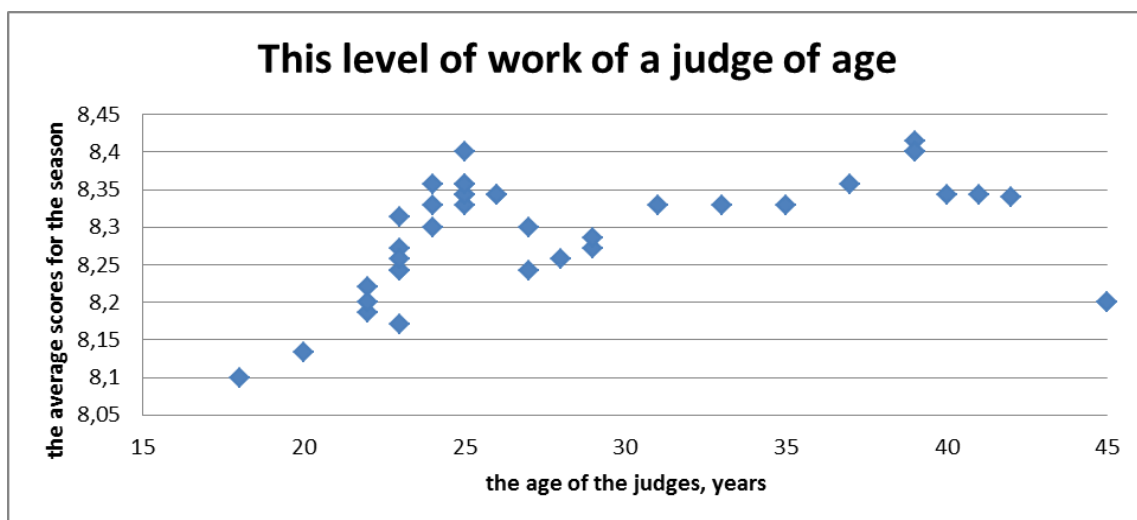


Fig. 2. Age estimates for the greatest judges

Even more obvious is the plot of the quality of refereeing of age. As it turned out, the 7-year experience of refereeing accounts for the maximum age of sporting achievements – 25 years. After passage of the physiological and intellectual peak in 25 years, the evaluation of judges falls that stimulates a large outflow of personnel. The average score of judges at the age of 25-28 years is falling. With 29 years dominates another trend. Continues outflow of personnel from the judges, but it remains the most qualified part, the average level which is higher than the other. This leads to an increase in the average value of such estimates highly remaining judges. The peak of such judges account for age 39 years and the experience of judicial work for 16 years. Next comes a decline in the estimates.

We liked the theme of sport their availability for the task. And we continued to study, but the example of the coaching staff. The framework does not permit a detailed account of the technology determine the rankings. It is stated in (5.6). As part of the Master's «Information management in FKIS» site was created www.ra-first.ru. The essence of his work is that, in order to read the information on the results of games played in team sports and automatically recalculate ranked team in a mode online. To prove the consistency of the obtained rankings are given calculated from these projections, anticipated results forthcoming, the closest match each professional team from the list of rankings.

Received a rating of each team on the basis of her performances a year, the authors began to search for information on the budget of each club. This information is in most cases closed, however, for two hundred football clubs and hockey clubs all CHL it is open. Next, we built a linear relationship between the rating of the club and its budget. On the basis of the dependence of the calculated expected value rating of each club based on its budget. And compare it with the actual. More qualified trainer to promote your club to the higher ranking positions. These values were compared with age mentors. Even without the smoothing procedure is a clear trend.

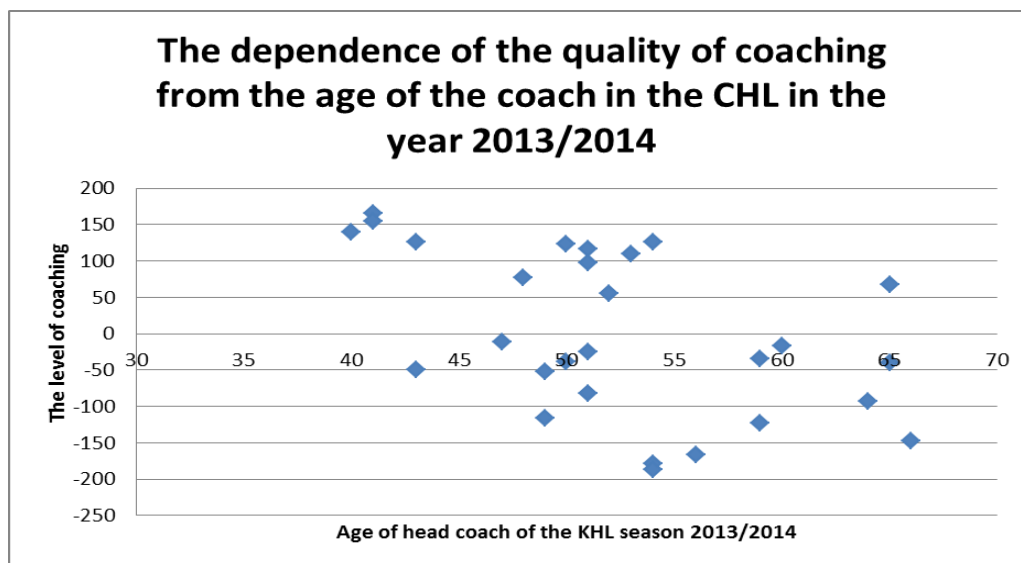


Fig. 3. Age and level of work for CHL hockey coach

Unfortunately, among hockey coaches almost no people younger than 40 years. Therefore, we see a downward trend, and we do not see very peak.

Table 1. Leaders among hockey coaches

Effect	Coach KHL	Club	Date of birth
166	Peteris Skudra	torpedo	1973
155	Artis Ābols	Dynamo	1973
139	Andrei Nazarov	Donbass	1974
126	Mark French	Medveščak	1971
125	Kari Jalonen	lion	1960
123	Anatoly Emelin	motorist	1964
117	Oleg Znarok	Dinamo Moscow time	1963
109	Sergei Svetlov	admiral	1961
98	Ari-Pekka Selin	Barys	1963
78	Dmitry Quarterly	Siberia	1966
67	Mike Keenan	Metallurg Mr	1949
55	Jukka Jalonen	SKA	1962

Football clubs in the top-level was much larger and had to carry out the procedure of smoothing over 5 neighboring points.

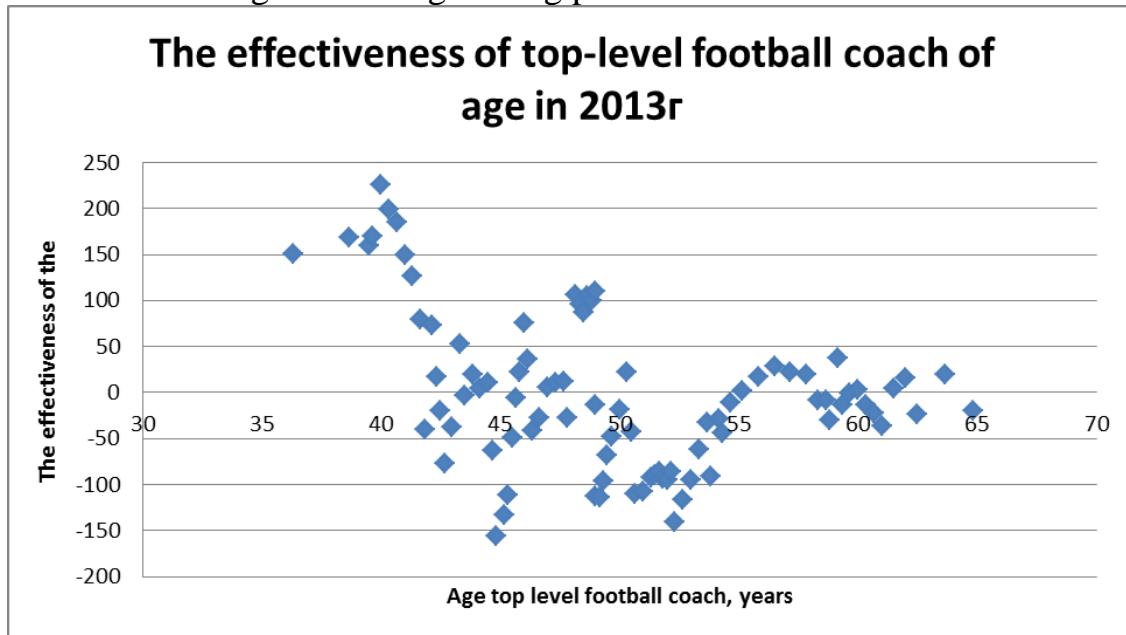


Fig. 4. Age and level of work for football coaches top-level.

In this graph, we can already see signs of a peak in 39 years.

Table 2. The leaders among football coaches

The effect of the slave trainer	Coach 2013	Club
541	Ernesto Valverde Tehedor	Athletic Bilbao
443	Diego Simeone	Atletico Madrid
357	Roberto Martinez Montoliu	Everton (Liverpool)
327	Sami Tuomas Hyypiä	Bayer 04 Leverkusen
299	Mauricio Roberto Pochettino Trassero	Southampton
289	Yagoba Arrasate Elustondo	Real Sociedad
275	Josep (Pep) Guardiola Sala-i-	Bayern
258	Marcelino Garcia Toral	Villarreal
250	Laurent Robert Blanc	Paris Saint-Germain
241	Brendan Rodgers	Liverpool
239	Roger Schmidt	Red Bull Salzburg
237	Manuel Luis Pellegrini Ripamonti	Manchester City
221	Marcelo Oliveira	cruzeiro
209	Antonio Conte	Juventus
207	Paulo Fonseca	port
198	Rudi Garcia	Roma
196	Dieter Hekking	Wolfsburg

Rating Agency of the construction complex was established in 2013 by N.A. Alexeenko. As part of this agency to the authors was tasked with obtaining ratings of construction enterprises. Methodological aspects of the work described in (7). There shall present aspect of the work on the evaluation of staff.

The study was conducted on the survey companies building complex of Russia. In general, including more than 7000 have been some data available for half of them. In particular, the company's turnover for the last 3 years, the age of its directors, the estimated number of staff. We decided to evaluate all available survey of the number of which at least 20 people. Such companies are usually comparable to the annual turnover. Here, we compared it with the age of the director of the company. Of course, we were looking for a fracture at the age of 39 years in Director. We saw a very broad peak and introduced this option in the rating assessment. On the basis of what he saw, we have formulated a rule on the rating assessment of two factors – experience and age of the Director:

If the director has worked in this post:

5, 6, 7 years then assigned a factor 1

8-10 years or 3-4 – the coefficient was 0.8

11-15 years or 1.2 years – ratio was 0.6

> 15 years or 0 years of seniority in the estimated coefficients 0

If the age was the director:

38-42 years, it was assigned a coefficient of 1

34-37 years or 43-47 – ratio was 0.8

28-33 years or 48-52 – ratio was 0.6

<28 years or> 52 – work in the experience of the estimated coefficients 0

Conclusion

Careers can be conditionally divided into two segments, on which he serves as an employee and manager. For each segment of a successful career can be described by two combined logistic curve «ascent» and «degradation». In the first segment, they are combined at the age of 25 years, on the second – 39 years.

The first segment starts with higher education (about 22 years) and ends at the age of 27 years. In this age people maximum competitive manner as an employee. At this period is a maximum point for the index of intelligence (IQ), the physical and communicative abilities.

After 27 years as a rule person goes to a management office, where it reaches a maximum of 39 years. This may be associated with an increase in adaptation to conditions of work, experience, interaction with reliable partners, etc. However, there is a downward trend of physical, communication characteristics, innovative change working conditions, etc.

Due to the large number of interacting factors, the initial model was tested in the field of sports. We saw the pattern on the example of football referees, coaches top-level hockey and football. Next seen similar patterns in the survey of companies building complex of Russia and entered the corresponding estimate in the rating companies.

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