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Career Development Programs and their Benefits to the Organization

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How can an effective Career Development Program (CDP) influence an organization's outcomes and impact its employees?

- My question was spurred from my experiences as a senior administrator with the 2-124th Regional Training Institute (RTI) of the Vermont National Guard

- My research is supported primarily by qualitative peer-reviewed articles

- By applying the programs researched, each of us could see an increase in morale and productivity within our organizations

Assistance with Career Opportunities

Peer Reviewed Article's Conclusion Summary	
Peer-Reviewed Reference	**Supporting evidence from article**
Reynolds	"Individuals desire work that is enjoyable, interesting (but balanced), provides compensation, gives career opportunities, and recognizes their efforts." P.17
Hitchcock	"Leaders need to know how to motivate their employees and bring them together to serve the organization's mission and achieve its vision." P. 35

Effective Programs Improve Morale and Productivity

Peer Reviewed Article's Conclusion Summary	
Peer-Reviewed Reference	Supporting evidence from article
Regen	"The influence of employee development with an approach to education, training, and career development is positive and significant towards the employee performance" P. 67
Reynolds	"By focusing on individuals many (organizations) are making themselves more competitive at attracting talent, making their workforce more productive, and retaining talent." P.16

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Feelings of Investment are Reciprocated

Peer Reviewed Article's Conclusion Summary	
Peer-Reviewed Reference	**Supporting evidence from article**
Booth-Kewley	"The association between positive perceptions of Corpsmen training and organizational commitment suggests that improving training also could strengthen Corpsmen's attachment to the Navy." P.e1799
Mayangdarastri	"When the career path and development in an organization are clear, millennials will be more interested in contributing to the organization's goals." P.47

Conclusions

- It is important that Leaders provide our employees with job specific training, but we must also provide them with career mentorship

- Organizations that invest time into making an employee a career team member will receive more productivity & attachment

Limitations

- I was unable to locate much quantitative data

- Surveys before and after changes to CDP's would be useful in quantitatively analyzing a program's effectiveness

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Resources

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