

# Career Prospects of Employee in a Changing World of Work

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## Abstract

The workplace is as dynamic as ever, with significant changes that will have an impact on employees, managers, and customers. Today, large and small businesses, domestic and international businesses, publicly traded and privately held, are all undergoing significant change. Organizations and their employees must adapt to the quick changes in technology, society, and business. Organizational decision-makers require direction regarding the nature and effects of the changes that these demands are causing in the workplace. This study examines these demands and provides possible solutions so that both employers and employees can make well-informed decisions. This study used a historical research design and relied on secondary data sourced from books and journals. Content analysis was used to analyze the data that was gathered. A lot of focus is placed on millennialism and the opportunities and challenges that their presence and distinct generational traits present for career prospects in a changing workplace. The study comes to the conclusion that having a self-sufficient or resilient career does not imply having free will. Instead, every employee must learn to be an informed opportunist by fusing accurate knowledge with a flexible and opportunistic approach to his/her career.

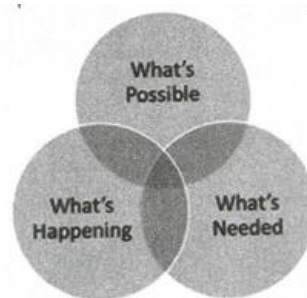
**Keyword:** Career, career prospects, change in the word of work, career opportunities

## 1. INTRODUCTION

Facebook did not exist ten years ago. The Internet did not exist ten years ago. So, who knows what jobs will be available in ten years from now? Employment will eventually rise; however, the appearance will change. Nobody will pay you just for showing up. The norm will be a more collaborative, flexible, freelancing, and insecure work environment. A new generation with new values will take over power and women will wield increasing power. The contributors to the edition then continued to share their thoughts on how they believe future jobs will change. They were, of course, all focused on America. But does it really matter in a rapidly digitalizing world where borders are disappearing? (Kim, Knight & Crustinger, 2009). In many African nations, flexible work arrangements are becoming the norm, frequently motivated by practical considerations like the traffic conditions in major cities like Lagos, Abuja and Port Harcourt in Nigeria, as well as the commute time to and from work. Remote call centers and shared administrative support services for offices are becoming more and more common in some business functions. Cost and the desire for professionalism are frequently the main motivators; such remote work is made possible by modern technology, which has a big impact on careers. It does not take extraordinary foresight in the banking sector to realize that as more banking is done online and on mobile devices, the reach of banking services will expand significantly, reaching even rural communities and SMEs, but that the appearance and feel of banking halls will change. Banking careers will change as fewer types of transactions are conducted there and more complex decision-making is required. As technological advancements permit it, equipment diagnosis and maintenance will be performed by fewer people from remote locations in manufacturing industries, even in the developing world. Because product and quality inspections will be automated and conducted remotely, some roles will become obsolete or require entirely new sets of skills (Tulgan, 2004). Dependable fields like medicine, teaching, and nursing are changing in ways that were unthinkable just a few years ago; they won't remain the same for very long. With handheld devices at their disposal, general practitioners may soon be able to manage diagnoses and prescriptions remotely, and patients may be able to receive medicines that are manufactured and delivered just-in-time using 3D technology. According to

reports, the FDA recently approved the first 3D printed medications, indicating the impending arrival of personalized medications and pharmaceutical drug delivery (Jassen-Jaboori & Oyewumi, 2015). Significant disruptions in pharmaceutical research, development, production, and distribution will result from this, with implications for all industry employment. The same is true for 3D bioprinting, which can produce synthetic living tissues and organs to replace transplants and prosthetics. The same is true for robots performing surgery from a distance. These developments extend beyond how these professions are practiced.

Even the education and training of these professionals is going through tectonic changes, starting with the discovery that children learn more effectively and quickly on handheld devices than in classrooms, changing the nature of learning in institutions and employment within it (Twenge, 2010). Who could argue against how quickly the world is changing? So the problem is how people are reacting to the change. This is a difficult topic to talk about. What is feasible in terms of technology, demographics, society, geopolitics, a global economy, the environment, and other factors is a concern. Concerns about what is actually occurring in these areas and the decisions that organizations and people are making are also present. Then there is the question of what must alter, specifically within organizations, in terms of their strategies, procedures, hiring practices, and organizational structures. On each of these topics, there is a wealth of literature. The goal is to concentrate this study's attention on how these three areas of active research and conversation interact with one another (Oparison, 2015). This study's straightforward goal is to draw attention to the demands of career change so that everyone employers and employees alike can make an informed decision. It is obvious that traditional perspectives on careers will alter as opportunities, people's attitudes and beliefs, and their material circumstances change. As people embrace change, there are discernible patterns emerging. People are reevaluating their values and the things they believe are worthwhile. Career decisions will be influenced by philosophical conundrums like "doing good" versus "doing well", or "doing the right thing" versus "doing the socially acceptable thing". We can no longer take for granted a single, extended, or linear career progression. Nowadays, it is common for people to have multiple short careers, some of which may run concurrently. Is this the way that careers will develop, or is it an anomaly that will be corrected? Is the current trend toward short-term transactional careers something that needs to be normalized and adjusted to, or are there things that organizations can do to regain employees' loyalty and commitment to long careers?



In the context of the convergence of the three trends shown in the Venn diagram above what is possible, what is happening, and what is required – this study investigates these issues and their implications for careers. We look at these issues in light of the adjustments being made at home, at work, and in how organizations are structuring work. The focus was on the two generations that are the key protagonists determining the future of organizations: the millennials, who are typically defined as people born into the internet era, which is from the early 1980s, and the generation that precedes them, which includes their managers, who are products of a different era of organizational reality and management. The millennial generation is also referred to as being "digital indigenous", in contrast to people who have not experienced the digital era (Twenge, 2010). Society and the workplace have undergone tectonic shifts over the past three decades, and the changes are continuing apace. The generation that came before the millennials is in the middle of a very challenging transition in a workplace that is rapidly evolving and becoming more and more marked by unprecedented uncertainty. On the other hand, millennials are now embracing the change that is already underway after watching their parents manage this rapidly accelerating change to a greater or lesser extent. In these unprecedented circumstances, they are forced to make career decisions while working for organizations that are still trying to figure out what is going on and how to respond appropriately. The inherent conflicts in both of these groups of people's perspectives must be overcome in order for them to

jointly create the organizations that will be passed down to the generation that comes after them. There will undoubtedly be a lot of tension regarding how each person adjusts to the other. By the time everything is said and done, neither will remain unchanged, and they will both change their organizations in the same way that their organizations will change them. This study draws on knowledge gathered from executive positions in multinational corporations over a thirty-year period and from consulting work in the fields of organizational development, talent development, and talent acquisition. It also depends on academic validations and pertinent research.

## 2. RESEARCH METHODOLOGY

This study used a historical research design and relied on secondary data sourced from books and journals. Content analysis was used to analyze the data that was gathered.

## 3. RESULT AND DISCUSSION

### *Changes in the Home and the Implications for Careers*

Significant shifts in what is feasible, what actually occurs, and what people need are taking place; these shifts have an impact on the home and shape careers. The education of female children is rising, even in the most conservative parts of the world, primarily due to pressures related to human rights. The majority of bachelor's and doctoral degrees are obtained by women. Given these changes, it is not surprising that young women today have an equal desire to move into jobs with greater responsibility as young men do (Galinsky, Aumann & Bond, 2011). Although this study focuses on a trend in Western society, it increasingly applies to the rest of the world, including the Middle East, Africa, and Asia, which are all very conservative societies in this regard. Women's attitudes, including those toward mothers pursuing careers, are changing more and more. Fewer women are forced to decide between staying at home and pursuing a career in business or government. Husbands are becoming more actively involved in parenting and maintaining the home (no doubt advances in technology in home appliances have been very helpful). Family comes first or work comes first is becoming a much more categorical priority for both men and women. Millennials only work to support themselves financially (Twenge, 2010). They value flexibility in the workplace because it gives them the freedom to pursue interests outside of work that they value, even if those interests are not always related to family. Therefore, whereas in the past such decisions were based on societal preferences, they are now more based on personal preferences and values. Family pressures and issues are increasingly influencing career options and choices, and they are being acknowledged as major determinants of work-related behaviors and performance. Businesses cannot assume that gender roles or traditional attitudes are prevalent. They must ensure that men and women are given the support they need to succeed at home and at work, respectively. Increased pressure and stress at home has a negative impact on work (Galinsky et al., 2011). For instance, in the past, organizations simply moved people to where the work was, and employees were quite happy to relocate to take on higher responsibilities, as work and career opportunities were typically not located where the talent was. With all the difficulties of moving into new homes, new schools for the kids, and the disruption of friendships and wider family connections, the family was typically expected to accompany them. Typically, there were company policies and procedures to assist with dealing with these or at the very least adapting to them (Hooley, 2018). Things are not that easy these days. Depending on their family situation and a variety of other factors, people decide whether or not to accept a position that requires them to relocate. Even when employees choose to relocate, whether or not the family should also be decided upon based on a variety of factors. Today's commuter convenience frequently influences the choices. The implications for the employer are significant when people choose not to relocate their families, as most now tend to do (especially when dual careers are involved). This is because there are frequently hidden costs and waste involved. Offering rewards for mobility does nothing more than hide the problem and the waste it involves? These individuals find that their work week is suddenly reduced to three to four days, with the remainder of their time being spent traveling to family gatherings on the weekends (Twenge, 2010). Organizations are learning that it is more efficient to hire locally or to bring the work to the workforce rather than to relocate employees. When one factors in the savings from reducing office space and enabling employees to work from home with the aid of technology, why offer full-time positions when the work can be done in a three-day week or from locations other than the office? Employees will be able to advance in their careers without having to ask their families to make the significant sacrifices that are

occasionally necessary. Companies that don't think of ways to compete in this market risk losing talent to more progressive rivals with better employee value propositions (Oparison, 2015).

#### *Changes in the Workplace and the Implications for Employee Career*

The perspectives of today's young adults in the workforce are very different from those of their parents. The younger generation of workers does not believe that any employer can earn their lifetime loyalty, and they frequently see no reason to do so (Honore & Schofield, 2012). They do not believe that making a laborious ascent up the corporate ladder in exchange for meager salary increases and superannuation that cannot keep up with inflation represents a good return on their years-long investment in one company. Success does not mean seniority or rank to them. In any case, titles at work are quickly becoming meaningless. Nowadays, positions with titles like Vice President or General X Manager function rarely grant much authority to make significant decisions (Hooley, 2018). The most important indicators of success today are those that provide wealth, a high quality of life on the overall, and the chance to make a real difference. Numerous and in-depth studies have been conducted on the focus groups for this study millennials and the generation before them but millennials in particular continue to be the generation that is most commonly misunderstood. The majority of what has been said and written about them at work has not been flattering. They have been described as entitled, narcissistic, needy, lazy, and high maintenance (Hershatter & Epstein, 2010; Galinsky et al., 2011; Honore & Schofield, 2012; Gursoy, Chi & Karadag, 2013). Whether or not this assessment is accurate, what matters most is the type of assistance they will require in order to be successful in the workplace of the future, which will be created by the workforce in the future. Research findings are, at best, inconclusive, which makes it difficult to understand millennials, even from the perspective of helping them be effective. They can be paradoxical and contradictory at times. Regarding some fundamental defining beliefs, attitudes, aspirations, and value systems, it is unclear whether the millennial generation is distinctive or different from other generations. Although they exhibit a number of clear patterns, these could simply be the result of a long-term trend as various cohorts adapt to a social order that is constantly changing. They might also be a sign of something much more fundamental, though. In any case, these tendencies have a significant impact on their prospects for a career.

The first misconception to dispel is that millennials (Generation Y) are homogeneous clones. Instead, they are unique people with unique personalities and predispositions who share some traits. Many characteristics of Generation Y are applicable to people all over the world, such as their emphasis on themselves, their peer orientation rather than respect for hierarchy, and their preference for a healthy work-life balance (Honore & Schofield, 2012). The fact that millennials are so immersed in technology stands out among generations. More than any other generation, they were raised with the ability to quickly and easily access almost any information they needed. Their technology acts as extensions of themselves and keeps them connected to outside information sources. However, it is claimed that there is no evidence to support the claim that millennials are more skilled data consumers than anyone else, and one can probably infer that they are less discriminating than their more senior coworkers. They appear blissfully unaware of the fact that the majority of online sources hardly ever meet any requirements for validity and accuracy. Millennials often lack the drive to seek a more nuanced response when a quick one is readily available, and by failing to diligently pursue a line of inquiry, they miss perspectives that would allow them to assess the analysis of others (Hershatter & Epstein, 2010). This seriously calls into question their ability to reason analytically and deductively. Millennials must learn not only what information to gather but also how to verify it and comprehend it in context if they are to become valued knowledge workers. They will need to learn to read deeply and in-between the lines in order to analyze, synthesize, and represent that information in a way that is pertinent to the issue at hand rather than just scanning (Hershatter & Epstein, 2010). Young people today are frequently very idealistic some might even say naive. They think they can influence global change. Millennials naturally align with the types of goals listed in strategic plans because they are upbeat about the future of their businesses, value collaboration and community, want to interact with customers, and are concerned about corporate missions and goals. When viewed properly, they are recognized as change agents who are dedicated to improving the organizations and communities where they work (Hershatter & Epstein, 2010).

Even though they don't come up with ground-breaking new ideas, they still want to do their own thing and fiddle with things. They are then said to have an excessive propensity for seeking advice and direction constantly. Millennials are picky about the activities they enjoy. They struggle, however, when espoused



values do not exactly reflect reality in their organizations because they have a low tolerance for ambiguity and they also take institutional values seriously (Hershatter & Epstein, 2010). One implication is that they want to see change in their organizations and become frustrated when those in positions of authority cannot simply change things to fit a worldview they think should be obvious to everyone, particularly when such worldviews are upheld by the organization. This likely explains why they can be impatient and have a propensity to leave when they feel that things are not progressing quickly enough to meet their standards. The way millennials behave on social media strongly suggests that they will require all the assistance possible to forge meaningful connections. Instead of actual friends, they have more fans. No generation has ever been more influenced by their peers than they are, despite the fact that the quality of the feedback they receive from their "friends" on social media is, at best, dubious. The only adult influence is likely a famous "friend" who is in no way a friend. They project an air of confidence that is not supported by the work they put into online self-promotion, what they share about themselves, or how negatively it affects so many of them when they are "unfriended." They communicate frequently, but because they are constantly engrossed in their handheld devices, they have lost the ability to converse in person (Oparison, 2015). Nowadays, millennials rely heavily on apps for almost all of their activities, including dating. Sadly, there are no apps for cultivating deep connections, patience, emotional resilience, or self-confidence. Additionally, there are no templates or apps for navigating life's ambiguous situations. To develop the next generation of leaders out of the millennial generation, business leaders who manage them must be able to support their growth in these personal and professional competencies. This is made even more difficult by the fact that many millennials have never really benefited from constructive criticism and have grown up with their high self-esteem unchallenged. Because information is now accessible to everyone, the legitimacy of sapient authority has decreased, and experience no longer confers reverence in a rapidly changing environment, it is unfortunate that millennials do not view leadership in a hierarchical sense. There will be a need for additional authority, with influencing skills being of utmost importance.

Each of these has significant ramifications. In comparison to today, the skills needed in the emerging world will be different. The wage gaps between managerial and technical positions will revert. Their relative contributions to the company will become more similar and won't be able to support such large pay differentials. Leadership ability will be the main differentiator. For building and supporting networks, having a solid understanding of technology and knowing how to use it, as well as design and customer relationship skills will become the most important operational skills (McKinsey Global Institute, 2017). Planning, organizing, controlling, and staffing - management acumen - will increasingly give way to leadership, which entails the abilities of setting and communicating direction, inspiring people, solving problems, and making decisions. It also includes the creation of an environment that fosters innovation and creativity, as well as the development and driving of leading performance indicators like behaviors and relationships rather than pointless focus on lag indicators of performance. These will emerge as the most distinctive career-building competencies. This imperative is primarily driven by the changing workplace requirements, fueled by quickly shifting business requirements and the nature of emerging opportunities. Another equally significant factor is the future workforce (Twenge, 2010). Along with their possible implications for how careers will change, a few other paradoxes of millennial traits are worth highlighting. It is paradoxical that millennials are said to value teamwork and want to engage with customers for a generation that is not wired for forming deep relationships. They are excellent at working together on social media and tend to be more accepting of fleeting online connections. They excel at team games on social media that might depend on flimsy or nonexistent relationships in the conventional sense. This has significant ramifications for the evolving concept of relationships, collaboration, and customer centricity. These beliefs will undergo significant change, perhaps becoming less dependent on in-person interactions. Large organizations will be able to manufacture industrial machines in one location, digitally tag them, ship them around the world, and then run diagnostics and fix faults from that same location thanks to big data, for example. With fewer face-to-face interactions, this will redefine careers in customer service, sales, and maintenance. As remote management becomes more practical, global organizations will increasingly use their limited human capital globally rather than choosing the costly and ineffective alternative of expatriation.

All of these will have significant effects on how businesses approach hiring, deploying, developing human capital, identifying and developing future leaders, internal communication and culture, and even how they structure and staff their operations (Oparison, 2015). Take into account, for instance, how many businesses carefully plan their hiring processes. How might it affect young people when they are told they

are the best of the best after undergoing the most demanding application process to join an organization? However, how might a young person's worldview be impacted if they land a job as a result of certain network connections? In either case, the new hire might arrive with an exaggerated sense of which they are, fueled by hidden, even irrational, expectations. These young people will undoubtedly need assistance to adjust to the realities of organizational life and to deal with the psychological dissonance that comes with it from the very start of their careers, when they may wonder, "Is this really it after all I have been led to expect?" Some of them might continue to be poorly adjusted throughout their careers if not given the right support. The selection criteria are frequently of questionable predictive validity at the recruitment stage, which presents another significant issue. Are they really measuring what is necessary for effectiveness in the organizational realities of today? More than ever, it is crucial to hire for attitude instead of a candidate's degree (class) or even the university they attended. Then, assistance should be given to those who have the best chance of fitting in well with the organization's culture and values in order to help them acquire the skills required for their jobs. Attitude will be more important than easy-to-acquire skills and even more important than experience alone. In a rapidly changing world, the only true value of experience may be in how it affects attitudes and beliefs. People perform better when they do things that support their attitude and beliefs. Work itself and what it takes to succeed at it are changing. Because of the difficulty in finding work today, as well as the fact that traditional sectors have lost their luster, top talent who have what it takes to drive the transformation of these sectors are shifting their focus to new areas of emerging opportunities in high tech industries such as big data analytics, digital technology, and nanotechnology. Some are moving toward new approaches to traditional industries such as retail, agribusiness, real estate, transportation, healthcare, and hospitality, as well as the growing diversity of value chains. While all of this may result in a resurgence of these old industries, they will be dominated by lean and efficient SMEs. Organizational structures are also changing at the same time. Young people are starting new businesses and blazing new industries because they are unable to find opportunities in traditional industries. This shift is necessitated by necessity, but it is made possible by technology, the plummeting cost of startups, the increased availability of venture capital, and global access to information. These new businesses will almost certainly be SMEs. These SMEs will be focused and innovative, offering not only stronger customer value propositions (CVP), but also stronger employee value propositions (EVP) for talent eager to strike out on their own. Behemoths with established ways of doing things, bureaucracies, and obsolete technology will face challenges in attracting and retaining top talent.

The future holds some very significant events that should be monitored. What follows is speculative and prognostic, looking at how things are changing and will be the subject of further investigation and research. Career opportunities will increasingly favor SMEs, self-employed individuals, independent service providers, and telecommuting employees who do not view their careers as a linear progression up a ladder. Careers will also become more distinguishable as operational roles and developmental roles (leaders and coaches), with a blend of both being preferable. Because operational roles use organizational resources to perform specific tasks and deliver outputs, efficiency will be critical to defining success in these roles (Owusu, Abubakar, Ocloo-Koffie & Sarpong, 2021). They will involve planning, organizing, and controlling activities in order to produce precise and measurable results in terms of quality, cost, and timeliness. Rewarding these roles will be simple because rewards can be directly linked to achievement of established measures and may be less reliant on strong relationships. The primary considerations for resourcing these roles will be technical skills. Work activities that do not need to be completed locally can be easily relocated to the lowest cost delivery location. Furthermore, it is very likely that the pace of technological skill development will lag significantly behind technological advancement, making it difficult for organizations to develop what they require quickly enough to keep up. As a result, it is increasingly likely that these types of roles will be viewed as roles that can be outsourced or brought in-house (Owusu et al., 2021). Different transactional arrangements will emerge with self-developed, freelance individuals or groups of people with the necessary skills to provide such services. Such individuals will not advance their careers within the organizations to which they provide their services. Flexible work schedules, remote working, and part-time work will force organizations to be creative in how they resource such roles, even at relatively senior professional levels. Employees who are highly skilled in operational roles will be in high demand and will be able to dictate terms that do not involve a slow ascent up a hierarchical organizational ladder. Developmental roles will set the direction, envision and decide on opportunities, and allocate resources to maximize returns. They will drive the organization's pursuit of vision and values. They will also focus on creating an

environment that fosters creativity and innovation, allowing people to reach their full potential. In contrast to operational roles, which will rely more on command and control, developmental roles will rely primarily on influence (McKinsey Global Institute, 2017). Leadership abilities and attitudinal alignment with the organization's values will be primary considerations in resourcing these roles. The effectiveness of these roles will be measured in terms of long-term investments. These roles, by definition, will necessitate cultural assimilation. To avoid complacency and incestuous thinking, organizations will do best to grow their own, even if that means occasionally injecting fresh perspectives by bringing in mature people. This means that organizations will need to harden "soft skills" in order to better develop, measure, and apply them in personnel decisions. This will have an impact on what and how organizations are rewarded in order to ensure that the right behaviors are being driven. Organizations will place a greater emphasis on retaining employees in developmental roles rather than using ineffective blanket retention strategies, which produce more stranded people than committed people. People practices will undergo significant change. Organizations will increasingly abandon one-size-fits-all initiatives and practices, which do not always translate well across cultures and demographics. They will learn to tailor their value propositions to specific groups of people based on their needs, deploying simple tools that allow real-time diagnosis of their climate at local levels and allowing them to fix issues at the same level where they were identified (Oparison, 2015).

#### 4. CONCLUSION

Every society's past, present, and future development can be traced back to work. Work, in any form, is a byproduct of development and shapes it. The ability to work for money is a remedy for poverty, but in any society, the nature of the work determines how people live and how they survive. As people use matrix structures more frequently, management is becoming more remote, involving virtual teams that span time zones and geographical boundaries, requiring extended trust with few opportunities for face-to-face interactions. Traditional methods of performance management are no longer effective, and managers must come up with new strategies to fulfill the people development responsibilities of their positions. Career development is influenced by learning and growth at work. Employees on the cutting edge see learning and development as an investment in their future careers, whether they are inside or outside the company where they work. They undoubtedly take into account the learning and development opportunities offered by organizations when making career decisions and moves. For certain opportunities for professional growth and learning, they might even forgo a salary. Because of this, companies may decide not to use salary as a competitive advantage for early-career workers and instead invest in their learning and development by securing the cost as a condition of the employee's contract. The organization will incur less expense from employee turnover because of the allure of such learning and development when workers eventually depart.

The time of incremental advancement little by little getting better, faster, and cheaper is over. The changes of today are of a different nature. It is no longer additive and no longer moves in a straight line. Unmistakably discontinuous, abrupt, and non-linear change occurs. This is primarily a result of the Internet making geography obsolete. The amount of money moving around the globe has skyrocketed. The cost of storing a megabyte of data has decreased from hundreds of dollars to practically nothing. A business that grows slowly in the modern era is already in jeopardy of extinction. In conclusion, being autonomous is not a prerequisite for having a self-sufficient or resilient career. Instead, each worker needs to acquire the skills necessary to become a well-informed opportunist by combining accurate knowledge with a flexible and opportunity-focused approach to their careers. This approach to career management can be summarized as giving employees the freedom to manage their own careers while also providing them with the support they require. Depending on the organization, this support can take many different forms, but it typically includes elements like opportunities for self-evaluation and individual career planning, training for managers on how to provide relevant information and challenge employees' career plans, and numerous opportunities for leadership development. Employees will be able to position themselves to take on roles that are essential to the success of their organizations by taking actions like these. After all, the world of work is changing drastically, and it is crucial to understand how it is changing so that employees, whether they are young or old, can fully benefit from the opportunities that arise.

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