

Theory paper

Psychology



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Gottfredson, Gary D. and Johnstun, Marissa L. (2009) John Holland's Contributions: A Theory-Ridden Approach to Career Assistance. *The Career Development Quarterly*, 58, 99-107.

Review of the article

The article, 'John Holland's Contributions: A Theory-Ridden Approach to Career Assistance' by Gary D. Gottfredson and Marissa L. Johnstun gives the pros and con of career management theory of John Holland. It is a very pertinent issue in the contemporary times when job satisfaction and performance are closely linked to the suitability of job description vis-à-vis individual's vocation and environment. The authors have tried to establish the veracity of Holland's theory by critically applying his theory in different environment.

Summary

Holland asserts that alternative career options based on the individual's personality and environment can significantly boost the performance and professional growth. The article discusses the various assessment tools and interventions to improve and improvise the scope of career alternatives for individuals. It asserts that socio-psychological imperatives strongly influence the work performance and therefore needs to be incorporated within the assessment tools and intervention techniques. The individual may perform dismally in one job while they may be brilliant in another. Hence, it becomes important for individuals to choose the area which best suits their capabilities and socio-psychological needs. The article theorizes that self-Directed Search or SDS of Holland serves both as an assessment instrument as well as an vocational intervention tool. It's structure promotes self-exploration and arranges the information in manner that reveals career

options that suits individual's personality and psyche. The authors believe that while Holland's theory has significantly contributed to the wider spectrum of knowledge of career management, the recent changes within the socio-economic paradigms of society across the globe have brought in new constraints that need to be addresses.

Reaction/ response

I think the article is hugely pertinent and needs to be included within the broader goals of vocational colleges and institutes. Holland's assessment techniques and intervention tools facilitate huge scope of personal and professional development within and outside the job parameters. The new macro environmental factors like diverse society, recessive trends in the global economy and technology have emerged as major issues that need to be analyzed within the assessment criteria and techniques so that individuals become important resource capital for the organization whose competencies can contribute towards the competitive advantage of the firm. The need to exploit the potential of employees through training and development by the human resource also fulfills the objectives of Holland's assumption of intervention process to improve the productivity.

Conclusion

One can therefore, conclude that the article gives huge information regarding the need for effective counseling that can guide the individuals to make the right choices regarding their career. The right vocation not only promotes job satisfaction but also gives huge opportunities for professional growth. The learning environment within organizations also supports Holland's theory of career development and offers employees to choose training that can exploit their potential and improve their performance

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output. Indeed, the article is highly relevant to the current approach of career counseling and gives critical inputs to the assessment instruments and other psychological tools. (words: 491)