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[Business](#)



Career Advancement Introduction In today's labor market employment is very hard to find. Job retention is also difficult. It takes only career advancement to hold one's post. There are more job seekers than the job market can contain. Jaderstrom et al (2002) note that today's job providers look beyond academic qualification. In offering or retaining job, they consider how advanced one can be. Due to this reason, it is important one becomes advanced in one's job. This essay seeks to identify the basic strategies needed to ensure career advancement. It shall be taken from the perspective of Jaderstrom et al (2002).

What is Career Advancement?

Career advancement is quite relative. Darrel (2010) explains that "advancement means climbing the corporate ladder until you reach the executive suite." People wish for advancement to improve their professional standing. It is however necessary to emphasize that the level one may want to reach is relative. Career advancement is not an automatic phenomenon in the corporate world. It actually takes the application of laid down strategies. It also take procedures to attain career advancement.

Strategies to Ensure Career Advancement

Upgrading of Professional Competence

One needs constant professional upgrading to be able to climb higher on the corporate ladder. Jaderstrom et al (2002) note that employers are giving premium to the professional competence rather than academic competence. This is indeed in the right sense. This is because the office is a place for the exhibition of one's professionalism. Professionals who want to better their corporate standing must upgrade themselves. Those who want to secure

their careers must do same. Professional seminars, workshops and furthering of one's education improve career advancement.

Organizational Belongingness

Jaderstrom et al (2002) laments that some employees only want to be 'gainers' not 'losers'. Such employees only look at what their jobs can offer them. They do not think of what they can offer their companies. Employees must show positive organizational belongingness. Some of these are commitment, punctuality, promptness and organizational ethics. Showing this belongingness will improve their chances of building their career advancement. Such employees will not to fumble when they eventually take higher positions.

Having a Professional Goal

If you do not know where you are going, any road leads you there. This axiom emphasizes the need for career people to have goals. One must have a goal of where one wants to reach. This must be marked with time. This is a good way of ensuring career advancement. For example an employee must know where to be by a certain time. This way, such an employee will have strategic plan. The employee can also easily assess him or herself to determine.

Conclusion

The completion of this chapter has been of enormous help. Firstly, the power to attract a job does not only rest with one's academic competence. The kind of career or professional competence displayed is also important. Again, it is important to note that there is no gain without pain. One must take up and

implement the career advancement strategies. This is the best available means to climb to the top of the corporate ladder.