

## Transfiguration of Multiple Careers: ICT as Mutant

Arun Kumar<sup>1</sup>, Priyadarshani Singh<sup>2</sup>,

Department of Commerce and Business Administration, University of Allahabad,  
Allahabad, INDIA.

<sup>1</sup> [arun@shuchita.com](mailto:arun@shuchita.com), <sup>2</sup> [priyadarshanisinh23@gmail.com](mailto:priyadarshanisinh23@gmail.com)

### ABSTRACT

*“Career” – changing with changing times is transforming its intrinsic meaning. An individual has always been unique in his knowledge, skills, attitude and demeanor, working in the girdles of available fields with counted options. With the evolution of social systems, economic systems and above all – groundbreaking technologies, career looked into a new meaning altogether. There hardly are job types that get extinct, jobs are transformed by the new ways of doing for required output. Information and Communication Technology (ICT) has been the biggest change monger, the way people used to see the career and manage their life accordingly. The idea of multiple careers is boosted so hard with the emergence of ICT that is going to be the mantra of freedom, contentment and self-realization for its potential of fulfillment of highest order needs of humanity. Multiple careers/parallel careers, though, being opted by people for fulfilling their urgencies, is ready to shoot up as paradigm shift of work life.*

**Keywords:** Career, multiple careers, ICT, innate skill

### INTRODUCTION

Dreams come true. Careers are built. And why not, because there is hardly anything as crucial as having a career. Still how effective is much advocated interest based education? How much it joins with an individual’s innate skills. On many a junctures of career, not only normal beings but careerists too, look for cross road and feel like or even dare to take a turn.

With changing times this dare is sublimating. Moreover, it is not always easy to judge the shape undergoing forging– the innate skills of a child. The concept of second career is gaining momentum unlike earlier times - curbed only to extraordinarily creative highbrows.

“The word career forms from French word “carrier”, a sixteenth century word, meaning - road, which comes from a Latin word “cararia” meaning - track for wheeled vehicles.”<sup>1</sup>“Career” is defined by Oxford English Dictionary as “an occupation undertaken for a substantial period of a person’s life” and “multiple” is defined as “having or involving several different people and things.

So “Multiple Careers” can be defined as: concurrent or subsequent occupations undertaken, each covering substantial time and effort.

ICT (Information and Communication Technology) defined by ISO/IEC JTC 1 N 10013, “ICT includes the specification, design and development, integration and interoperability of systems, tools and applications dealing with the capture, representation, accessibility, processing, security, transfer, interchange, presentation, management, organization, storage and retrieval of information, and their related cultural, linguistic adaptability and societal aspects.”<sup>2</sup>The phrase ICT had been used by academic researchers from 1980s, but it became popular with a report of Dennis Stevenson to the UK government in 1997.

“New pathways are sprouting up for those seeking encore careers.”<sup>3</sup>Multiple Careers is not a new phenomenon. It is transfigured with the emergence of Information and Communication Technology which is transmuting the convention of potential realization and quality of life.

## **MULTIPLE CAREERS: SCOPE PRIOR TO ICT**

“Life expectancy in the UK increased by an average of 30 years in 20<sup>th</sup> century. In 1900 about 15 per cent of the UK population lived in poverty. By 2000 that figure had climbed to 17 per cent. The rate of unemployment was at its highest in 1932 during the Depression, but it continued to be a serious issue throughout the century. In the 1960s, the number of students going to university doubled.”<sup>4</sup>

Limiting the study to India, the thought of preceding century was to get an employment and settle. People use to start working comparatively in early age whether in agriculture or industry. Most often they used to contribute in the occupation of the family. If they had an interest in some other field, they use to go to a friend or relative in that very field in order to experience and contribute just to have pleasure to satiate the passion. They use to pursue their other interests in the form of hobbies not as multiple careers.

The life had a set pattern for every day, and due to dearth of many basic amenities like health and power supply, it was not advisable to exert above that at that time. In fact, the society transited from agriculture to industrial age and had lost the sense of physical wellbeing. The soil values were resigned and the urban values were not setup for the outlanders in conurbation. The new jobs were not having the scope for naturally empowering physical work. Emerging poor diet and poor choice were taking toll on society. Most of the resources were in big hands and there were no provisions for public participation. In India, the half of the century was handheld by the British, chained and reined, divided and feigned.

Like many other parts of the world, unemployment was high and ambitions were less. People were not so well informed. They use to know the religious literature, ethics and social norms of their region. For a villager, the village was the world and the opportunities available there only, were all to pursue his counted goals. Meta data were uncommon. Communication and transportation were toilsome and the life was slow.

“Job-seekers in the 20<sup>th</sup> century faced job searches armed with precious little information and had to bear actual costs, in both time and money, in the application process. Because of this, job-seekers were geographically chaste, applying for jobs in their present location or in cities to which they were seriously considering moving.”<sup>5</sup>

In 1990s, things were quite better due to improvements in media, broadcasting, transportation and infrastructure. To pursue the first career, it became easier to get alliance from esteemed institutes in the field and for second career too one could join local level institutes. Due to the lack of ICT, there were fewer channels of selling your creativity or forming alliance with the like ones operating in other territories or countries. Due to major changes in economy, liberalization, globalization and inflation, people developed the sense of second career as money making propositions. Still at that time, you had to be physically present at your workplace for specified hours with commuting as challenge to move from one job to other. The work used to done manually and if electronically, for data storage and processing. The integration, reporting and sightseeing were cumbersome tasks which can be performed in couple of hours today, used to consume the entire day.

## **MULTIPLE CAREERS: SCOPE SUBSEQUENT TO ICT**

Gushing with academic inflation, priming in the fear of Y2K, the chutzpah of generation Y spawns a new breed of telecommunication, broadcast and information technology. The much advocated computer education of 20<sup>th</sup> century became compulsory thing not only because of government policies but because people realized the value and power of it.

What all has instigated a second career approach in 21<sup>st</sup> century minds and cultures are:

1. 21<sup>st</sup> century sped up the life like the wind; the World Wide Web and websites has become major new medium for storing and accessing files and information. “The Digital Revolution continued into the early 21st century with mobile usage and Internet access growing massively in the early 21st century. By the 2010s, the majority of people in the developed world had Internet access and the majority of people worldwide had a mobile phone.”<sup>6</sup> This has eliminated the communication and commutation barriers like never before.

Smartphones and tablets with 3G and 4G, mobile devices are replacing desktop and laptop computers in the decade of 2010s. The Internet and World Wide Web continues to rise in popularity and social networking emerges in the early 21st century as a popular social communication, largely replacing much of the functions and services. Twitter, Facebook, and YouTube have been major sources to learn, sell and gain widespread popularity.

2. “The world population reached 7 billion in October 2011, and is increasing at a rate of 78 million per year.”<sup>7</sup> It is creating a mammoth pool of talents and the mustard cannot be cut with the regular conventional careers and the globalization and freedom the world has undergone combined with technology boom gave birth to enumerable new avenues.
3. Multiple platforms for parallel career has developed like online jobs, popular reality shows on dance, drama, magic, discovery, cuisine and other talents.
4. Moreover, the world has evolved above the basics, it thinks about creating something unconventional and exercising the full freedom. The previous generation has endowed them with enough base to experiment with new toppings of interdisciplinary mixtures. They work parallel in different dimensions to learn and earn more.
5. The 21<sup>st</sup> century’s realization is, perhaps, going to be the integration of disciplines into the whole, and the volunteer is going to be the wisdom of such multiple-career-professionals.
6. Inflation is semaphore to deflation. The employment avenues of both the economic conditions vary vastly. They create redistribution of income and departure from full employment to part time/ no employment and vice versa. The humanity has seen enough so to have a strategy to secure their subsistence.
7. The last industrial era of scientific management gave no cognizance to innate skills whereas the information age has empowered people to play on their areas of interest and find pretty good opportunities with them. The control mindset has turned into development mindset.
8. Today’s battles are quite different; they are the battles of actualization of mind and skill rather than deployment of hands and knowledge.

There are many immediate reasons as well towards this shift. “A survey conducted by Right Management suggests the following reasons for career changing:

- The downsizing or the restructuring of an organization (54%).
- New challenges or opportunities that arise (30%).
- Poor or ineffective leadership (25%).
- Having a poor relationship with a manager(s) (22%).
- For the improvement of work/life balance (21%).

- Contributions are not being recognized (21%).
- For better compensation and benefits (18%),
- For better alignment with personal and organizational values (17%).
- Personal strengths and capabilities are not a good fit with an organization (16%).
- The financial instability of an organization (13%).
- An organization relocated (12%)”<sup>8</sup>

### EMERGING FUTURE LINE

20<sup>th</sup> century’s job seekers question been who is looking at me? 21<sup>st</sup> century’s job seeker’s question is what I am looking to?

There can be two reasons behind choosing multiple careers: one is to make money and the other to satiate the urge of innate skills. It is often emphasized to make one career and excel in that with the underlying notion of loss of focus. “If you have more than a single strong area of Interest, try to find a way to involve all of your interests in a career.”<sup>9</sup>

“The innate skills may fall in one or more areas of interests:

1. Words
2. Art
3. Physical
4. Experimental
5. Organizational
6. Business
7. Social”<sup>10</sup>

The complimentary career for a person can’t be set, as every individual is different by means of so many ways as skills, attitude, personality and motivation etc., meaning thereby, the person who is working primarily in the area of art can chose any other area like words, physical, experimental, organizational, business or social or any combination of these.

“Perhaps you feel yourself to be multi-talented and/or perhaps you have a couple of very different interests. You can sometimes find a part-time job in one of your fields of interest and second part-time job in another one of your fields of interest, thus allowing you to use all your favorite skills and interests-in a way that no one full-time job might be able to do.”<sup>11</sup>

21<sup>st</sup> century is the era of mass customization; today’s customer has umpteen ways to specify his requirements to the seller and manufacturer to get what he exactly wants and he gets it. The future’s folds are perhaps keeping the day when career too will be customizable based on innate skills. As one finds his interest in business, social and experimental areas, he is able to find many options for that combination of likings. “When it comes to managing your career the ultimate goal is to have options and to choose a path that aligns best with your skills, values and interests.”<sup>12</sup>

Today’s scene is that, if you have interest in more than one area, perhaps you have to stretch your wings in all directions to expand to them all. Due to whooping developments new jobs are emerging and tomorrow seem to have largesse of hoards of options encompassing interests of an individual proceeding in a single direction leading to utmost realization of individual’s unique potential and creativity.

Stacks of contribution in this direction have been done on thought and concept level. The economic and social environment has to reach there to realize the future dues. That day will be the true day of freedom of choice.

## **CONCLUSION**

Having outlook for multiple careers does not seek an individual to make the right choice the first time. It kits them to make good choices, time after time, year after year, for the entire life. This outlook towards the career has germinated from many shifts and in turn, prompts many a paradigm shifts.

Some of the shifts will include remote working in place of office, individual - the hub of offices in place of office - the hub of employees, valued skills in place of success hierarchy, marketability in place of entitlement, contracts and fees in place of salary and benefits, - all culminating into a unique career to suit unique set of individual's innate abilities and skillset. This will change the intrinsic and extrinsic actuality of humanity.

The failures of formal education system and academic inflation are defying the saying- "there is room for everyone". To create room for everyone we need system that hone the mettle of the individual and realize it to attract him as contributor to the mainstream and the goals above the subsistence.

The actual underlying shift is that we are not trying rounding the square peg into round whole rather we are going to create square hole for square peg.

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