

## **ABSTRACT**

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Our career landscape is in the state of an unprecedented change. The new career contract is with one self and not with the organization, it is essential to develop competencies needed to navigate a career and a life of fulfillment and balance. Severe underemployment exists in today's economy. College graduates are physically and mentally capable of performing many jobs, but lack the '1-2 years of experience' required to get hired and consequently end up doing simple tedious boring jobs for which they are overqualified. Organizations in future will be flatter and more decentralized.

In today's scenario, an employee with 2 to 3 years of work experience become managers, career growth is much faster. However, opportunities for advancement in terms of moving up the hierarchical ladder within organizations are becoming scarce. In flatter organizations, many intermediate layers of management have been eliminated and more control is placed in the hands of frontline employees. With fewer mid-level management positions around, fewer opportunities exist for people to move up the traditional career ladder.

Many a time, employees take up a job for a career survival or life survival and therefore land up in jobs which are not of their interest and hence, monotony creeps in at a very early stage of one's career and employees start facing an early life career crisis.

The study presents an overview of career decision self efficacy and career anchors which leads to career satisfaction. This is done for employees in the early stage of their career or during the quarter phase of their career.

The detailed review of literature undertaken by this study begins by analyzing the Career Management in the global and Indian environment scenario in the quarter life stage. It also deals with Career Anchors and Career Self Efficacy which leads to Career Satisfaction at an early stage of one's career.

Using a sample of 1630 across Call Centre/ BPO , Retail , Telecom and Software, the study was done in 2 phases to assess quarter life crisis by using career decision self efficacy and career anchor orientations to find out the respondents career satisfaction. Personally administered questionnaires were the primary data collection tool, that were given to the respondents in the first phase and for the second phase a 10 % sample of supervisors was chosen from the existing

respondents. It was used to validate the data obtained in the phase 1. The data collection instruments were tested for face validity and internal consistency reliability. An assessment was also made on the reliability of data generated by the study. The responses gathered satisfactorily passed the tests of internal consistency reliability. Generalizations based on the study are therefore possible. Using factor analysis, the core factors that influence the study on the four scales have been identified.

Subsequently, during the next phase of the study 165 respondents who were supervisors were randomly selected for an interview. The purpose of this phase was to validate the factors identified during the study as having an influence on career satisfaction in the quarter life stage.

Such a study can be applied to work settings and are useful in the field of career counseling for human resources professionals and career counselors too.

The study can be used for those employees who have around one plus years of experience up to around six year of experience i.e. those that are in the quarter life stage of their careers. Majority of the organizations today do not have a career counseling cell that focuses on such issues.