


Impact of The Human Resource Department's Career Development Strategy to Companies Competitive Power; Azerbaijan

^{*1}Fariz Ahmadov, Aygun Abdulova ²

¹ PhD, Faculty of Economy and Business Administration, Azerbaijan State Economic University,, Azerbaijan

² Research Assistant, Faculty of Economy and Business Administration, Azerbaijan State Economic University,, Azerbaijan

 <https://doi.org/10.32612/2019.1.6>

ARTICLE INFO

Article history:

Received: 14 March 2019

Accepted: 17 April 2019

Online: 21 May 2019

Keywords:

human resources

career development

productivity of organizations

career opportunities

ABSTRACT

Human resource management deals with the design of formal systems in an organization to ensure the effective and efficient use of human talent to accomplish organizational goals. In an organization, the management of human resources means that they must be recruited, compensated, trained, and developed. Human resource management influences to workers developing of their career. Research Purpose. The purpose of this article is to research new strategy of Azerbaijan changing national institutional management system which HR uses to improve workers career. In addition to this article analyzed the sustainability of such strategy and investigate the power's impact as the result of the company's competitiveness. Research Hypothesis. The developing of career strategy impacts to workers to gain competitive power. Research Methodology. In the research we use questionnaire method to HR's manager of 50 Azerbaijan national firms and 5 workers of each firms asks question, interviews about their career developing. We used in research literature. In the end the results will be discussed and the suggestions will be given to companies with theoretical background.

1- Introduction

Career development is a action of workers to reach their career goals during their working period. Organizational and personal thinking and expectations are very important factors for career development. Career decisions should be taken into special attention on this point. Today, the employers should try out the career development programs in order to make workers get benefits of human resources functions which are the very important factors for every organization. This way they could both ensure organizational activities

and supply workers with job.

The main purpose of career development is to direct and support the workers' career and increase the competitiveness of companies. Besides, it has the following purposes:

Reduction of ineffectiveness caused by target uncertainty and decrease in motivation;

Help workers to overcome the obstacles came across during the improvement;

Prepare professionals to new positions for organization's future needs;

Develop positive organizational culture based on



This work is licensed under a Creative Commons Attribution-NonCommercial-NoDerivatives 4.0 International License.

*Corresponding Author : Assoc. Prof. Dr. Ahmadov Fariz Saleh
Address: room 102, academic building No4, 45 a, A.Sahhat, Baku city
Phone: 012 449 91 13
E-mail: fariz.ahmedov@unec.edu.az