Influence of Career Orientation on Career Self-Management of Information Technology Firms in Rivers State, Nigeria

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A b s t r a c t

The purpose of this investigation is to give readers a thorough grasp of the state of the research in these areas as it relates to the complex topic of career orientation and career self-management at information technology firms in Rivers State. A person's views, values, and ideas about their job are referred to as career orientation, whereas proactive planning, decision-making, and planning are the components of managing one's career. The study underpins Theory of social-cognitive career development and human capital investment theory. A correlational research design was employed with a sampling size of 440 managers and a population of seven information technology businesses based in Rivers State, Nigeria. The main source of information collection utilized was primary source. Moreso, methods of descriptive statistics were used to analyse the information with the aid of SPSS software programme, version 21.0. The proposed hypothesis was examined using partial correlation, multiple regression analysis, and Pearson correlation statistics. The study's analysis, which yielded regression coefficients of 0.902** and 0.839**, suggested a connection between a professional self-management and professional orientation. Furthermore, professional orientation possesses a substantial impact on the people management practices of information technology firms in Rivers State, as evidenced by the likelihood value of zero point zero zero zero (0.000) being below the critical value of 0.05. The combination of social cognitive and human capital theories creates a comprehensive framework for professional orientation and self-control, emphasizing the importance of social learning and skill development in navigating career paths and attaining professional success. Individuals who want to develop a successful career should invest in education, network, analyse their talents, and adapt to industry trends while preserving work-life balance. For greater insights into professional growth and success, future studies should go beyond IT enterprises in Rivers State, Nigeria, to explore career dynamics across industries and how organisational performance effects career development.

Background to the Study

The employment market is evolving as a consequence of technological improvements. Most professions and vocations will require significant modifications to basic tasks and abilities in the next few decades, and new jobs and occupations will replace existing ones. Furthermore, self-evaluation and self-reflection will become more significant since they enable individuals to successfully improve their abilities, interests, and values for job growth (Arntz et al., 2016). As a result, many workers must regularly retrain or improve their abilities in order to adapt to the ever-changing job market. Furthermore, it implies that employees must be able to function in changing and unexpected work contexts, necessitating increasing career development autonomy and the use of modern technologies. On the other hand, it implies that employees should use digital resources and platforms to advance their professional growth. Wilhelm & Hirschi, 2019. A significant amount of study has been conducted on professional self-management (PSM) and individual choices for career orientations, a sort of self-management that is always developing. Career self-management, as defined by Hirschi and Koen (2021), is the proactive and purposeful process of actively planning, developing, monitoring, and managing one's own career. Setting professional objectives, assessing one's abilities and interests, looking for opportunities for growth, and making decisions that support long-term career goals are all part of this intentional and constant process. In essence, it's about taking charge of one's job path and making deliberate decisions to construct a satisfying and successful career. Conversely, career self-management is actively monitoring one's professional progress, exercising intentional judgement, and adjusting to changes in the specialized environment. He believes that in today's fast-paced workplace, the concept of professional self-management has become far more significant.

Traditional job paths are evolving, and people are regularly required to migrate between a range of positions, enterprises, and even several occupations during their working live. The ability to manage one's career becomes critical in this circumstance. According to Hirschi and Koen (2021), the career self-management component involves planning, which essentially implies that setting clear, realistic career goals provides a route for both professional and personal development. Sustained Learning: In today's ever-changing job environment, cultivating a mindset of continuous learning is critical. This includes acquiring new skills, staying current on industry trends, and seeking chances for professional development. Isolated work techniques stress the significance of excellent time management and communication. They stated that among the most important elements of a career self-management is socialization, which helps to build and maintain a professional network. People can network to connect with industry leaders, colleagues, and mentors who can provide valuable insights, assistance, and potential opportunities. The capacity to adjust to evolving situations and welcoming fresh obstacles are essential component of professional self-management. This might mean being open to new professions, industries, or methods of operation, also known as adaptability and flexibility. Making intelligent decisions about professional relationships, initiatives, and employment opportunities is an important aspect of career self-management. This entails reflecting on long-term goals and how each decision affects overall career growth. Long-

term career success and pleasure are dependent on finding a balance between one's personal and professional live. Setting limits to maintain a good balance and recognizing the importance of well-being are two components of career management. Simply expressed, professional self-management is the capacity to actively direct one's own career path, reach one's full potential, and adapt to changing labour market needs. It enables people to manage their work with perseverance, purpose, and a proactive mindset, resulting in enhanced achievement and enjoyment.

Career orientations define how people perceive and manage their careers, which is thought to have a significant impact on their professional decisions and self-management techniques. To put it another way, it is the process of examining one's own workplace strengths, weaknesses, interests, values, and skills and then utilizing that knowledge to make well-informed decisions about one's chosen professional route. Investigating and learning about different businesses and career possibilities (Hirschi & Koen 2021). In a nutshell, modern career perspectives are set of dispositions and mindsets that enable individuals to become

adaptive and self-sufficient in today's fast-paced workplace (Wiernik & Kostal, 2019). Vuori, Törnroos, Ruokolainen, and Wallin (2019) found a link between career orientation and personnel administration. Its responsibilities have expanded beyond the conventional corporate achievement review development, professional orientation, and development to facilitate alignment of employee interests and competencies towards organizational possibilities. In the current business landscape world, advancements in technology reorganization, reduction in workforce, environmental variables have transformed employers' and employees' viewpoints to the point where previously undiscovered knowledge is now available. The parties involved are using more effective approaches to coach employees about their careers that have been made public.

Human resource management is becoming increasingly complicated for modern firms as a result of the global market's high level of worker mobility. One of these issues is managing employee career development to ensure long-term organizational success. The contemporary career encompasses both paid labour, such as compensation earnings, work without compensation, or work performed without monetary compensation, such as childcare, cleaning, gardening, cooking, and other life tasks that individuals take on throughout their lives. Wilhelm and Hirschi (2019) argue that managing one's profession and professional orientation are essential for navigating the workplace and long-term success in a certain sector. Furthermore, career orientation and career self-management are interconnected processes that entail understanding oneself, creating objectives, making educated decisions, and actively controlling one's professional path. By adopting these concepts into one's professional life, one can increase work happiness and achieve long-term success. Career orientation and career self-management encounter several problems. According to Perrons and Roberts (2021), digital literacy skills offer major barriers to accessing online career orientation tools, especially for people with restricted internet access.

People find it difficult to receive timely and trustworthy information regarding changes in the job market and industry due to the COVID-19 pandemic 's disruption of established career pathways (Bureau of Job Statistics, 2021). The stigma associated with mental health might discourage people from obtaining career assistance, limiting their capacity to address mental health concerns that impair their professional growth. Furthermore, people may be unaware of or underappreciate the present skills gap, resulting in a mismatch between their skill sets and the criteria for vacant employment. According to the United Nations (2021), the insufficient inclusion of environmental sustainability into career advice ignores the growing need for vocations that align with sustainable development goals. Certain career orientation courses stress short-term goals over long-term planning and strategic career development, which may hinder individuals from developing long-term careers (Makridakis, 2020). Globalization complicates career selections by requiring workers to cope with difficulties such as cross-cultural proficiency, international mobility, and labour market trend adaptability.

Other researchers have conducted research on current career perspectives and self-management: a comprehensive review and synthesis at the Universities of Bern, Switzerland, and Amsterdam, Netherlands. There has been research on the changing dynamics of managing one's career along with professional orientation. No research has been conducted, to my knowledge on the influence of career orientation and career self-management on information technology firms in Rivers State, Nigeria, indicating a vacuum that this study appears to fill.

Review of Literature
Theoretical Framework
Social Cognitive Career Theory

Social-cognitive career theory is a well-known model of career orientation and self-management. This concept was originated by Lent, Brown, and Hackett (2002). Social cognitive career theory highlights how social contexts, beliefs in one's ability to succeed, and expectations of results impact job-associated behaviour. According to the Social Cognitive Career Theory, people learn skills through social influence (observing others) and build self-efficacy beliefs (thinking they can execute specific activities). Therefore, these self-efficacy beliefs impact decisions concerning employment and professional perseverance. The idea takes into account how institutional support and the sociocultural environment influence career development. People's professional decisions and behaviours, according to interpersonal cognitive professional concept (Lent, Brown, & Hackett, 2002), are influenced by their social environment, confidence in one's abilities, and anticipated outcomes.

Human Capital Investment Theory

Businesses should be aware of the benefits of investing in their personnel through education and training, according to Rosenzweig's (1990) human capital investment theory. This method improves an organization's competitiveness, productivity, and profitability by developing skills, talents, abilities, and competencies. This eventually

influences the business's offerings. To put it another way, the notion of human capital provides a theoretical framework for understanding how investments in education, training, and experience help an individual's professional development. People may make well-informed decisions about their education, skill development, and overall career path by using career outlook and personal career management within practice, alongside the goal of maximizing human capital and economic outcomes. Human capital is made up of three components: early ability, which can be innate or taught; credentials and information obtained via the educational system; and skills, competences, and knowledge gained via on-the-job training. The idea of workforce capabilities arose from the recognition of choices regarding the various forms of investments made by a person, or a corporation can be linked to decisions about supporting or funding additional career development or training (Spink, Wilson, Brawley, & Odnokon, 2013). Furthermore, this idea has been widely applied to comprehending the link between professional results, abilities, and education. Examining its link to career orientation and professional self-management shows some interesting findings.

Human resource investments take into account the initial costs that a business or employee expects to recoup later, such as lost revenue and productivity during the training phase, tuition and training course fees, and missed wages while in school. Furthermore, the notion emphasizes the importance of learning new skills and maintaining existing ones to compete within the workforce. Professional orientation is the process of identifying and honing the abilities needed for a certain professional route. The idea of managing one's own career highlights the need for actively managing one's abilities in order to be adaptable and responsive to work market changes. It also supports the idea that individuals should intentionally choose their careers to maximise the rewards of their training and educational expenditures. Career orientation includes setting goals and selecting courses of action that advance long-term professional objectives. In order to make well-informed decisions about their professional growth and transitions, people who practice career self-management must frequently assess their talents, interests, and values. Lastly, it presents the case that people with higher levels of human capital will most likely be able to command higher wages and better work opportunities. Optimising one's financial returns on human capital is the goal of making decisions based on career orientation. According to Spink, Wilson, Brawley, and Odnokon (2013), career self-management techniques include networking, personal branding, and sustaining a professional online presence.

Review of Related Literature
Career Orientation
People have diverse work preferences, and most people who lean towards entrepreneurship do so largely because they desire to develop new methods on their own and constantly change up their tasks to prevent boredom (Hirschi & Koen, 2021). Timotheou et al. look at how digital technologies are employed in education and what motivates schools to become more digitally adept and transformational. The findings propose that ICT integration in schools influences a range of additional educational

elements and interested parties, as well as student's achievement. The study's findings shed light on how ICTs may help schools shift digitally, as well as the factors that must be considered for a successful and efficient transition (Timotheou and colleagues, 2023). Professional online networking platforms, based on Ruparel et al. (2023), have expanded online recruitment strategies, resulting in dynamic adjustments in traditional employment markets. Following a thorough evaluation of the literature on professional social media platforms, a research framework was constructed to guide future studies. The review's findings revealed several areas for further investigation. Demirtaş-Zorbaz et al. (2023) investigated the results of a five-week psycho-educational course using the professional boat model on Turkish university students' levels of self-confidence in making career decisions during their job-seeking time. Pascoe (2022) questions the influence of technology on interpersonal social work practice within his paper, Providing Services Remotely Amidst the COVID-19 Pandemic: Examining the Effects. To investigate the implications of technology and remote delivery on relationship-based practice, this study provides the findings of fourteen in-the-field social workers who worked during the Northern Ireland pandemic.

The findings suggest negative consequences for establishing connections and societal workers' personal well-being, as well as worries regarding effectiveness would take precedence over future in-person contacts with customers. The guiding principles of relationship-based practice have been weakened as a result of the disruption generated by the introduction of alternate communication techniques via technology. As a result, alternative delivery models that may have allowed for the centralization and continuance of relationship-based practice are being researched further, necessitating careful planning and employee training. Sultana (2022) examines nationwide assistance for career development schemes in the Western Balkans. Sultana, R.G. (2022), an overview of the Western Balkan nations' national career development aid initiatives. Global breakthroughs such as the Fourth Industrial Revolution, rapidly evolving technology, altering demographics, and climate change pose a growing danger to training and labour market systems. All of these possess a tremendous effect on both people and communities. Technology, particularly digital technology enables hastened globalization of the economy through opening up innovative options. To have a greater impact and provide individuals with the capacity to direct their own professional trajectories, services for advancing careers must be given in a new way with enhanced innovation potential. Traditional services are already suffering the effects of technology, and career management skills are becoming increasingly popular—not only in Europe but throughout the world. Obrecht et al. (2022) look into how environmental sustainability is integrated to create future leaders and professionals in higher education.

Ecological studies and sustainable solutions are becoming increasingly popular among academics. Based on two to three subjects, the study finds that the majority of study programmes (392 study programmes) have an intermediate level of environmental sustainability. Muller et al. (2023) investigate how global scholarship influences the discourse on sustainability in careers. Using the phrases resilience, systems, and

ecosystem—all associated with sustainable careers—they conducted a detailed literature review on 152 articles making use of the Web of Science resource. We identified six clusters of unique theoretical approaches by investigating the conceptual underpinnings of these conceptions and how they have evolved over the last three decades within the framework of sustaining careers. These include how social spaces interact to shape either sustainable or unsustainable career paths, the importance of an open-systems perspective for organizational career management, the significance of individual characteristics and behaviours in the development of sustainable careers, and the need to address happiness and well-being in both the work and personal spheres.

Career mobility in complex environments, both internal and external, presents environmental problems and their consequences for governments, cities, and professions. Lent, Morris, Penn, and Ireland (2019) argue that an individual's career orientation is an important component in establishing their professional objectives and, ultimately, the final decisions and career pathways they take. According to Mbagwu, Chukwuedo, and Ogbuanya's (2020) research, there are significant variances in how employees evaluate their professional achievement. According to Wang, Rofcanin, Las Heras, Bosch, Hall, and Idrovo (2023), research on workers' perceptions of their professional orientation reveals a boundary-less approach distinguished by a self-directed and values-driven orientation, which is a mindset. According to Larsen and Clayton (2019), the psychological contract has evolved from a traditional relational contract with long-term links to a transactional contract in which the employer and employee swap mutually beneficial contributions. As a result, there has been an increased emphasis on career orientation. A review of current research on career direction is provided above, emphasizing the multiple themes and new advances. According to Kelly, Strauss, Arnold, and Stride (2020), job success includes both objective and subjective aspects of a person's accomplishments and career growth. Following a thorough evaluation of the four protean and boundary-less components' validity, the different proactive career approach was formed, which emphasizes self-driven, goal-directed professional activity (Kostal & Wiernik, 2017). It combines the components of self-directedness and values-drivenness from the ever-changing professional orientation with psychological mobility from the boundary-less orientation. Wiernik and Kostal (2019) found that all of these components were significantly connected and loaded onto a single general factor in their meta-analytical investigation. In other words, their findings provided little evidence to support the distinction between protean and boundaryless career orientations. Notably, the overarching construct, proactive career orientation, had predictive value for professional self-management behaviour beyond personality traits and self-efficacy.

Kakui and Gachunga (2016) define an individual's career pattern of employment knowledges they have had throughout their life. According to Dialoke and Nkechi (2017), the process results in a series of encounters gathered from assignments, roles, and roles undertaken as well as transitions such as promotions and transfers. It is directly tied to both personal and organizational objectives. Wang et al. (2023) describe it as an individual's lifetime view of their own behavioural and attitudinal tendencies in

connection to events and activities relevant to their field of employment. These perspectives place a high value on the individual as the fundamental topic. Career management is defined as all of the activities that an individual or organisation takes to improve its workers' career opportunities in accordance with a related development. Career management, as described by Oladimeji and Sowemimo (2020), is a continuous process that includes career strategy and tactic formulation, development, implementation, and monitoring. This can be done separately or in collaboration with the career of the firm portal. This idea is based based on the belief that a person may direct his or her own destiny by making smart, timely, and productive decisions.

Career Self-Management
Professional management involves of two domains: personal career management practices and company career management initiatives. Professional self-control is a type o f career administration that people engage in on their own initiative and for their own profit, regardless of whether they work for a company or independently. Organizational career management, on the other hand, comprises providing employees with opportunities to advance in their professions and abilities in order to meet employee expectations and ensuring that the organisation has the talent flow it requires. Another definition of job satisfaction includes workers' contentment with all elements of their jobs, such as salary, career advancement, management relationships, and the ability to improve within their current employment. Employee satisfaction stems from a favourable emotional state that arises as a result of successfully completing job. Professional self-management is acknowledged as one of the predecessors of career advancement (Rahayu et al., 2019). Companies may use their internal talent pool for staffing and promotion by employing career development to connect an individual's talents, aspirations, and experience to the company's goals (Wau, 2021).

Inefficient utilisation of an organization's human resources leads to decreased productivity, expansion, and development. To expand, a firm must provide excellent career management practices that promote professional progress. Although the notion of career self-management (CSM) has not been fully distinct over time, two major schools of thought exist on the subject. To begin, Hayes, Anderson, and Carpenter (2022) describe career self-direction as a continuous development consisting of proactive professional acts. Despite the fact that there has been more research on the subject in recent decades, there is still no clear consensus on what CSM is. Rather than being a catch-all phrase for a variety of behavioural and cognitive processes, CSM more accurately explains how people build their professions, manage transitions between them, and respond to both expected and unexpected difficulties and occurrences. He argued that a common understanding of CSM emphasizes its behavioural component. Wang and Wanberg (2017) believe that the model of vocational adjustment developed by Hirschi, Zacher, and Shockley (2022) may be used as a foundation for personal career management, notwithstanding the fact that it is an early form of the idea. Jung and Takeuchi (2018) investigated what employees needed to do to be happy in their jobs. Employees are

motivated to work throughout their career path by a variety of internal and external incentives and factors, including competitive pay, recognition for a job well done, job security, opportunities for internal growth or advancement, and a genuine interest in what they do (Wilhelm & Hirschi, 2019). They anticipate that at some point in their careers, workers will encounter a threat or an impediment. This sort of stressful scenario can lead to demotivation and dissatisfaction, which are counterproductive work behaviours (CWB) that hamper professional success. Interpersonal disputes, pressures of any kind, and barriers to goal fulfilment are symptoms of unpleasant feelings that might guide a worker to lose faith in the company or even consider quitting (Yang & Hayes, 2020). The strategies employees adopt to handle workplace problems or obstacles influence their future career prospects. This approach might lead to either success or failure, which would increase or decrease job satisfaction. When a barrier emerges, this response mechanism is activated. As a result, it will initiate a development process that employees will go through on occasion during their employment. However, a person's response or adjustment will be determined by where they are in their vocational adjustment phase; as they go through the phases, their reaction mechanism will improve (Gyansah and Guantai, 2018).

Career Orientation and Career Self-Management
Wilhelm et al. (2023) try to define the features and dimensionality of managing one's career behaviour, investigate the linkages between distinct professional self-control behaviours and employability indicators, and evaluate the correlations between certain dimensions and the overall construct. The seven most important CSM behaviours identified through a theme analysis and comprehensive examination of the literature are impression management (a), contact building (b), contact utilization (c), development of workforce (d), setting objectives and strategizing (e), self-discovery (f), and focused on movement activity. According to the findings, the optimum technique for modelling CSM behaviours is to employ a structure featuring a general dimension and seven distinct actions. The research helps understand the nature, size, structure, and relationships of CSM. Also, to promote employees' self-direction in their careers and the management of career-related resources, practitioners should encourage broad engagement in career activities along with precise actions. The link between career mindset and individual career management are crucial facets of professional development. An individual career orientation encompasses their ideas, interests, and ambitions, as well as their general approach or attitude towards work. Professional self-control, conversely, refers to the initiative planning, decisions, and activities that individuals take to control and steer their own professional pathways. Researchers say a person's job orientation has a substantial influence on their attitude towards professional self-management. If a person has a proactive and goal-oriented career orientation, they may be more likely to actively participate in professional self-management activities such as networking, defining clear career objectives, gaining appropriate skills, and looking for opportunities for career advancement. Individuals who have a more passive or reactive professional attitude, on the other hand, may be less inclined to take control of their careers. When evaluating this relationship, personality, values, and contextual variables must be taken into account

since they can influence both career orientation and professional self-management techniques. According to Savickas (2019), people with a strong career orientation are more likely to plan and manage their careers.

A pilot test and an online training course targeted at enhancing line managers' people management with a focus on career development behaviour are part of Van Leeuwen et al.'s (2023) systematic development effort. The intervention mapping comprises six steps technique served as the basis for the creation of this programme. Interviews with physicians and line managers were performed to learn about their people management needs and challenges. In terms of career-oriented people management behaviour, leadership style, and competences, the study aimed to increase self-awareness, develop knowledge, promote experience sharing, and inspire introspection. Follow-up interviews, surveys, and observations were utilised to assess the study. This research contributes to theoretical and methodological input to the literature on personnel administration. It demonstrates how line managers' career-focused personnel management behaviour may be enhanced, which is noteworthy given previous studies on the benefits of this strategy. It is critical to construct this course carefully, as research design faults have been discovered to limit the usefulness of leadership training. Bazine et al. (2023) investigate how self-regulation planning and learning motivation serve as mediators in the relationship between professional behaviours and protean career orientation. This study investigates how people with unpredictable personalities govern their thoughts and cognition by implementing self-regulation tactics in order to progress in their careers. We used a sample of 423 French engineers to examine structural equation modelling. Our findings revealed a significant relationship between career practices and protean career orientation via self-regulation mechanisms. These findings provide credibility to the hypothesis that self-regulating people can advance their careers faster because they are more elusive.

A systematic study in empirical research shows a full conceptual comparison between career orientations and career self-management, as well as a comparison of the two concepts' antecedents and results. The study thus advocates for an integrative framework of career orientations and career self-management to improve the understanding of the human attitudes and behaviours required for independent career progression in a changing workplace. Remember that a person's career is the consequence of their dynamic interactions with their surroundings; occupations do not arise by chance (Hirschi & Dauwalder, 2015). To have a complete comprehension of professional career perspectives and self-direction, it is necessary to stress the frequently reciprocal connection between an individual's beliefs and behaviors and the surrounding circumstances and responses The latest research indicates that engaging in certain recreational activities and carefully weighing non-working occupations with regard to one's career route are critical elements in building a strong and long-lasting career (Kelly et al., 2020). Recent research indicates that these deliberate actions are essential for assisting one in creating a career that is characterized by sustained enjoyment, excellent health, and long-term production (De Vos et al., 2020). The current study recommends incorporating career self-management

and career orientations into a more complete framework that includes numerous cognitive, emotional, behavioural, motivational, and environmental aspects discovered in relevant literature studies. To develop such a dynamic framework, we define professional self-management as a type of self-regulation that generally correlates to behaviours involved in achieving and maintaining goals, with goals internally represented as desirable states (Hirschi & Koen, 2021). Our examination of self-directed career development is founded on self-regulation theories, and we follow previous research that employed comparable self-regulation processes as a possible paradigm (Lent & Brown, 2018). An integrated self-regulation framework is also useful for better understanding the connections proposed by the research on career orientations and career self-management. To begin, our research has revealed that the understanding of self-management comes from professional orientations and career ambitions. Furthermore, a person's professional orientation influences the activities and career decisions they make.

Empirical Review

Research on career self-management practices was undertaken experimentally at the (ISCTE) Instituto Universitario de Lisboa Business School at Portugal to test Polanska's theoretical model (2020). 351 Portuguese workers comprised the sample. The findings suggest that HRDP improves workers' OC and PE, and that CSMB mediates this favourable impact. One study weakness is that, because it is due to the use of cross-sectional self-report data, the causal relationships of the findings cannot be validated. The research adds to understanding of contemporary professions by shedding light on how self-directed career attitudes fostered by corporate career management initiatives might improve desired career outcomes. Modern career orientations and career self-management are studied and integrated by Hirschi & Koen (2021). Along with providing a summary of key perspectives on contemporary career orientations in relation to career self-management (CSM), this study provides a thorough examination of these two areas of research. In order to solve this problem, our integrated paradigm for career self-regulation views CSM as a dynamic process that includes building and defining goals, gathering information, planning and executing behaviours, monitoring, and processing feedback. Each person's professional preferences both influence and are influenced by this process. In conclusion, the study makes several recommendations for future research, including investigating more dynamic and self-regulatory processes, analyzing the importance of context, incorporating the larger body of proactivity literature, adopting a work-nonworking perspective in their careers (Joy, Anah, & Ejike, 2019), and developing and evaluating interventions.

In this comprehensive assessment of the literature on career orientations and career self-management, we evaluated the components and practices of career self-management in modern careers. The systematic study found a broadly acknowledged the relationship between career perspectives and personal career management, but one that remains little understood. This idea proposes that while supporting people's career-self-management practices and professional orientations, practitioners and academics should consider the social and organisational settings in which these acts take place. We believe that this

model will help to shape future research and improve our knowledge of career growth and progression in today's workplace. The study looked at how personal career management affects employees' work contentment in a subset of federal institutions in south-south Nigeria. Hirschi & Koen (2021) discovered that those who are more proactive in their career orientation are more likely to engage in career self-management. This concept regards career orientation as the driving force underlying all elements of personal career management. The hypothesis is based on the findings of our systematic investigation, which revealed that career orientations have a variety of consequences for CSM, ranging from influencing career choices to anticipating involvement in certain professional behaviours. The study describes career perspectives as a governing device that focuses people's attention on certain aspects of their professional self-regulation process. Career orientations, according to this viewpoint, act as a mentality or cognitive compass that influences beliefs about the benefits of career self-management, encourages or discourages people from engaging in specific career self-management behaviours, and increases or decreases their readiness to use CSM. Haenggli, Hirschi, Rudolph, & Peiró's (2021) four-wave longitudinal research, which is grounded in action-regulation theory, looks at the dynamic links between self-management practice involvement, career orientation that is subject to change, and the sense of professional achievement over the years. Using a model of 574 German employees, we used a random intercept cross-lagged panel model (RI-CLPM) to control for stable between-person differences and focus on within-person dynamics over four time points. It was established that gains in protean career orientation were predictive of later increases in career self-management practices, which partially supports the hypothesized dynamics in these variables. Furthermore, it was observed that, unlike career self-management methods, heightened productive career orientation and subjective professional success predicted future increases in the related moods. However, a positive career orientation or an increase in career self-management behaviours did not correspond with changes in career behaviours, nor did increases in subjective career success. The research analyzes the results considering a dynamic individual-level perspective on understanding important professional growth structures.

Methodology
Research Design
The inquiry employed a correlational research design. The aim of this strategy is to explore the relationship between career orientation and career self-management in information technology firms in Rivers State, Nigeria.

Population and Sample Size of the Study
440 managers were chosen from the various departments of the seven (7) information technology firms in River State that made up the study's population: Simforest, Admax, NNIT, Ibjoetech, Spectranet, Ntel, and Interc. Taro Yemene's method was employed for compute the number of participants which had a 5% margin of error. The formula is shown below.

S= Sample size (to be determined); N= Population which is = 440
E= Margin of Tolerable error=5%
Converting percentage to whole number for conformity: 5%=0.05

$$n = \frac{N}{1+N(e)^2}$$

Where S= number of participants acquired
      N= Total population (universe)
      1= Constant (unity)
      E=Level of error (percentage of occurrence)

$$n = \frac{440}{1+440(0.05)^2}$$

$$= \frac{440}{1+440\times(0.0025)} \quad \frac{440}{1+1.1} \quad \frac{440}{2.1}$$

=210

Table 1: Population of the Study Table

Organization	Human Resource Manager	Administrative Employee	Finance	Tech	Total
Simforest	1	12	8	120	141
Admax,	1	6	4	54	65
NNIT	1	5	5	48	59
Ibjoetech	1	4	2	25	32
Spectranet	1	8	3	35	47
Ntel	1	7	2	30	40
Interc	1	6	4	45	56
total	7	48	28	357	440

Source: Human Resources Helpdesk (2023)

Method of Data Collection
The researcher used the questionnaire approach, often known as the main source of data gathering.

Method of Data Analysis
Tables, frequencies, simple percentages, and mean scores were the descriptive statistical techniques used to analyse the information with the help of the SPSS software programme version 21.0, the proposed hypothesis was examined using partial correlation, multiple regression analysis, and Pearson correlation statistics. The formula for the moment correlation coefficient of Pearson's product is shown below.

$$r = \frac{n\sum xy - \sum x \sum y}{\sqrt{\left(n\sum x^2 - \sum x^2\right)\left(n\sum y^2 - \left(\sum y\right)^2\right)}}$$

Where:

r	=Pearson product moment correlation coefficient,
X and Y	=individual observations of the two variables,
$\overline{X}$ and $\overline{Y}$	= arithmetic means of the two sets of observations.
n	=number of bivariate observations.

Decision rule
Reject Ho if PV < 0.05
Accept Ho if PV > 0.05

Table 1a: Showing Strength and Direction of Relationship between Variables

Range of values	Degree of relationship
$\pm 0.00 - \pm 0.19$	Very weak
$\pm 0.20 - \pm 0.39$	Weak
$\pm 0.40 - \pm 0.59$	Moderate
$\pm 0.60 - \pm 0.79$	Strong
$\pm 0.80 - \pm 1.00$	Very strong

Table 2: Descriptive Statistics for Career Orientation

Career Orientation	N	Minimum	Maximum	Mean	Std. Deviation
Technical competence	210	1.80	4.00	3.405	0.9335
Managerial competence	210	1.80	4.00	3.398	1.2773
Autonomy	210	1.80	4.00	3.438	1.1208
Valid N (listwise)	210				

Source: Research Data 2023, (SPSS output version 21.0)

The table above provides a thorough examination of the distribution and key tendency scores of career orientation variables as technical competence, managerial competence, and autonomy among 210 respondents. The data is sourced from research conducted in 2023 and analyzed using SPSS version 21.0.

Table 3: Descriptive Statistics for the study variables

	N	Minimum	Maximum	Mean	Std. Deviation
Career Orientation	210	1.80	5.00	3.4137	.83223
Career Self-Development	210	1.90	4.88	3.5975	.80810
Valid N (listwise)	210				

Source: Research Data 2023, (SPSS output version 21.0)

A summary of the central tendency and distribution of the 210 respondents' career self-development and career orientation ratings is given in this table. The information was gathered from studies done in 2023 and examined with SPSS version 21.0. According to the results, respondents generally show somewhat favourable levels of both career orientation and career self-management, with career orientation showing somewhat more variability than career self-management.

Table 4: Career Orientation and Career Self-Management

Control Variables			Career Orientation	Career Self-Management
-none-[a]	Career Orientation	Correlation	1.000	.902
		Significance (2-tailed)	.	.000
		Df	0	51
	Career Self-Management	Correlation	.902	1.000
		Significance (2-tailed)	.000	.
		Df	51	0
	Career Orientation	Correlation	1.000	.839
		Significance (2-tailed)	.	.000
		Df	0	50
	Career Self-Management	Correlation	.839	1.000
		Significance (2-tailed)	.000	.
		Df	50	0

a. Cells contain zero-order (Pearson) correlations.

This table demonstrates that career self-management and career orientation have a substantial positive relationship in the research population. The strong correlation coefficients and significant p-values indicate a large and statistically significant relationship between these two components of career-related conduct or attitudes. The findings indicate that those with a strong career orientation are more likely to practice effective career-related self-management, and understanding these linkages can help one understand the factors influencing professional growth and success. The analysis focuses just regarding the link between personal career management and career orientation, with no other variables taken into account.

Discussion of Findings
This section examined empirical findings on the correlation between the independent and the dependent study's criteria variable in comparison to the empirical findings of other scholars.

The Relationship between Career Orientation and Career Self-Management

This research analysis revealed regression coefficients of 0.902** and 0.839** for the relationship between career self-management and career orientation, implying that. Furthermore, because the probability value (0.000) is less than the critical value (0.05), it is clear that career orientation has a substantial impact on how information technology companies in Rivers State manage their employees, which is consistent with Hirschi & Koen's (2021) findings of a systematic investigation on career orientations having a variety of consequences for career self-management, ranging from affecting career decisions to anticipating involvement in certain career behaviours.

Conclusion

In conclusion, the combination of social cognitive and human capital theories creates a complete framework for comprehending and navigating the ever-changing environment of career orientation and self-management. These theoretical viewpoints provide insightful explanations for how social forces interact with human agency, how new skills and knowledge are gained, and how personal agency operates. The social cognitive theory focuses on how social modelling, self-regulation, and observational learning impact behaviour and career choices. People, rather than being passive objects of their circumstances, are active agents who can both influence and be influenced by their social surroundings. People may grow their careers by developing self-efficacy attitudes, learning from observation, and understanding the value of mentors, role models, and social support networks (Luszczynska & Schwarzer, 2020).

To improve one's employability and professional success, Bello, Zubairu, and Ibrahim (2022) argue that The Theory of Human Capital emphasizes the need for educational investment, training, and skill development. A person's marketability and competitiveness in the workplace are enhanced by the development of their human capital, which includes applicable information, expertise, and talents. Strategic career self-management is the practice of actively searching out chances for professional advancement, adapting to changing market conditions, and pursuing ongoing education. People who integrate these principles can adopt a more complete approach to professional development. Social-cognitive ideas can assist individuals in identifying positive role models, establishing strong networks, and developing a strong sense of self-efficacy. Concurrently, the human capital theory advocates for the purposeful development of one's knowledge and abilities in order to maximise employability and professional progression opportunities. In today's interconnected and fast-changing world, employees must be proactive in managing their workload. This entails setting realistic goals, fostering a growth attitude, and responding to changes in the job market. The integration of social-cognitive and human-capital theories enables people to invest in their own growth and development while also navigating their professional paths with a complete knowledge of personal agency and societal implications. A good career orientation and self-management strategy must strike a careful balance between the social and individual components of work growth. Social capital, cognitive capital, and human capital theories may be utilised to assist people in selecting rewarding career options that give them the information, skills, and networks required to prosper in a dynamic workplace.

Recommendation

To build a successful and fulfilling career, self-orientation and career self-management are crucial. Here are some recommendations for information technology firms in Rivers State, Nigeria:

Career Orientation:

i. Tutoring and Skill Advancement:

To ascertain the qualifications and abilities necessary for the career you choose to pursue. Consider enrolling in seminars, certification programmes, or other courses to improve your abilities.

ii. Collaborating:

To establish a career network, both online and offline. Make business relationships through LinkedIn, organisational events, and local meetings.

iii. Self-Examination:

In each situation, one must be conscious of one's interests, values, abilities, and personality.

iv. Investigate Businesses and Roles:

Examine job opportunities and those of other organisations. Aside from the aforementioned, visiting job fairs, informative interviews, and networking events is critical for widening one's professional horizons.

v. Volunteering and Internships:

Volunteering or interning can provide you with hands-on experience. This helps you decide if a certain area is a good fit for you and broadens your curriculum.

vi. Coaching:

A mentor may provide valuable advice and career direction. Seek advice from qualified professionals in your desired field.

vii. Keep Abreast:

Keep abreast of industry trends, new technological developments, and market demands. Participate in professional organisations, subscribe to relevant newsletters, and follow notable individuals. Remember that career management is an ongoing effort when it comes to professional self-management. As a result, it's essential to regularly assess goals and adjust strategies. As a consequence, adapt implementation, keep one's interest alive, and take the initiative to advance one's profession if necessary.

viii. Socializing:

Maintain and grow your professional network by participating in online discussion boards, attending business events, and staying in touch with your colleagues on a regular basis.

ix.   Performance Assessment:
Participate actively in the performance review process at your workplace. Talk about one's professional goals and listen to others' opinions.

x.   Planning:
Specify your current and long-term professional objectives. Set attainable goals and schedule regular progress checks.

xi.   Career Advancement:
Spend money on furthering your knowledge. Keep up with business trends and learn new skills by attending seminars, conferences, and online courses.

xii.   Monetary Budget:
Initiate smart financial decisions. Make a budget, save money for the future, and make investments that align with your long-term goals.

xiii.   Work-Life Equilibrium:
Avoid burnout by prioritising work-life balance. Your ability to perform at work is impacted by your physical and emotional well-being; therefore, maintaining them is crucial.

xv.   Flexibility:
Display adaptability and openness to fresh concepts. Being flexible can help you cope with the constant changes that businesses face.

Suggestions for Further Investigation
The research has brought to light several significant issues that the study did not completely investigate but which may be critical for future research on career outlook and personal career management. To begin, this study focused primarily on information technology firms in Rivers State, Nigeria. To assess whether the consequences would be the same, further study must be conducted in other organisations across a wide range of Nigerian sectors and industries, including manufacturing, hospitality, construction, health care, oil and gas, and banking. It is also suggested that more studies be conducted on organisational performance and career development.

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