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DEVELOPMENT PROFESSIONAL IDENTITY IN
ORGANIZATIONAL: CONTEXT REVIEW**

**PENGATUH ETOS KERJA TERHADAP KINERJA PEGAWAI
DI PPSDM APARATUR**

**MANAGEMENT TALENTA DALAM MENGHADAPI
TRANSFORMASI AGILE BEUROCRATIC DI PPSDM
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**SCAFFOLDING LEARNING AND ITS APPLICATION TO
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**TOWARD INNOVATION HUB EXCELLENCE: A
SCIENTIOMETRIC ANALYSIS OF SCIENCE TECHNO
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REVAMPING CAREER MANAGEMENT AND DEVELOPMENT PROFESSIONAL IDENTITY IN ORGANIZATIONAL: CONTEXT REVIEW

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ABSTRACT

Disruption flows cover aspects of human social life, starting from oneself and the environment. Given the inherent interplay of digitalization, automation, and robotization, the environment requires the industry to quickly anticipate new consumer values, trends, and needs and adjust production accordingly, requiring adaptive competence and content-based models. This review (1) briefly describes the competency-based development model; (2) presents difficulties when defining and describing the differences between competencies, skills, and abilities; (3) presents the challenge of competency measurement; (4) presents the latest findings from competency content models in organizational and individual contexts; and (5) Challenges that this model might face in the future. This systematic approach with the PRISMA Flow Diagram method enhances the credibility of the review but also contributes to a deeper understanding of the dynamics between career management, professional identity, and organizational contexts. After running the searches in the databases, selected, and adding the records, identified from other sources, combine all the records returned from the searches into one citation management program Mendeley. The literature review was conducted to summarize relevant published research studies and to define future research directions. The results suggest that further resource research should focus on generalizing findings by looking at different groups of workers and organizations, broadening the range of resources used in the analysis, using different definitions of key resources, and developing alternative models to assess their impact on performance. Such research will make it possible to assess employee resilience in terms of competency requirements, as well as identify the most critical gaps and opportunities for the formal education system and as part of on-the-job training.

ABSTRAK

Arus disrupsi melingkup aspek kehidupan sosial manusia mulai dari diri sendiri dan lingkungan. Lingkup lingkungan menimbulkan interaksi digitalisasi, otomatisasi, dan robotisasi yang melekat, industri perlu dengan cepat mengantisipasi nilai, tren, dan kebutuhan konsumen baru serta menyesuaikan produksinya, sehingga membutuhkan adaptasi kompetensi dan model berbasis kompetensi yang adaptif. ulasan ini: (1) menguraikan secara singkat pengembangan model berbasis kompetensi; (2) menghadirkan kesulitan saat mendefinisikan dan menggambarkan perbedaan antara kompetensi, keterampilan, dan kemampuan; (3) menyajikan tantangan utama pengukuran kompetensi; (4) menyajikan temuan terbaru dari model berbasis kompetensi dalam konteks organisasi dan individu; dan (5) menyoroti tantangan yang mungkin dihadapi model ini di masa depan. Pendekatan sistematis dengan metode Diagram Alir PRISMA ini, meningkatkan kredibilitas tinjauan namun juga berkontribusi pada pemahaman yang lebih mendalam tentang dinamika antara manajemen karir, identitas profesional, dan konteks organisasi. Setelah menjalankan pencarian di database, memilih, dan menambahkan catatan, diidentifikasi dari sumber lain, menggabungkan semua catatan yang dikembalikan dari pencarian ke dalam satu program manajemen kutipan Mendeley. Tinjauan literatur dilakukan pada penelitian berbasis kompetensi yang fokus pada generalisasi temuan dengan melihat berbagai kelompok pekerja dan organisasi, memperluas rangkaian kompetensi yang digunakan dalam analisis, menggunakan definisi kompetensi kunci yang berbeda, dan mengembangkan model alternatif untuk menilai dampaknya terhadap pertunjukan. Secara konteks akan memungkinkan untuk menilai kesiapan SDM dengan lebih baik dalam hal persyaratan kompetensi, serta mengidentifikasi celah dan peluang paling kritis untuk sistem pendidikan formal dan sebagai bagian dari pelatihan di tempat kerja.

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INTRODUCTION

Career management and development refers to individuals' deliberate and proactive approach to planning, guiding, and shaping their careers. It involves setting career goals, identifying strengths and weaknesses, seeking opportunities for growth and development, and taking steps to advance one's career. refers to the unique combination of skills, knowledge, and personal qualities that define an individual's profession and role within an organization. It is an essential aspect of career management and development, as it helps individuals understand their strengths, weaknesses, and opportunities for growth, shaping their career paths (Nogueira Carrer et al., 2023). In an organizational context, professional identity is shaped by the organization's culture, norms, and expectations, as well as by the individual's role and responsibilities. Organizations play a crucial role in defining and reinforcing professional identity by providing training and development opportunities, encouraging professional development, and setting expectations for behavior and performance. However, professional identity is a key factor in career management and development, as it helps individuals understand their roles and responsibilities within an organization and provides a framework for setting and achieving career goals (Fitzgerald, 2020).

Career management and development are crucial aspects of an individual's personal and professional growth. It involves a deliberate and proactive approach to planning, guiding, and shaping one's career and is essential for success in today's rapidly changing and competitive job market. organizational and individual contexts and how they relate to career management and development (Di Fabio, 2019). Professional identity refers to the distinct characteristics and qualities defining an individual's profession and role. It is a crucial aspect of career management and development, as it helps individuals understand their strengths, weaknesses, and opportunities for growth. In the organizational context, professional identity is shaped by the culture, norms, and expectations of the organization, as well as by the individual's role and responsibilities. From an individual context, professional identity is shaped by personal experiences, values, goals, and aspirations. It is a unique combination of skills, knowledge, and personal qualities that define an individual's career path and determine success.

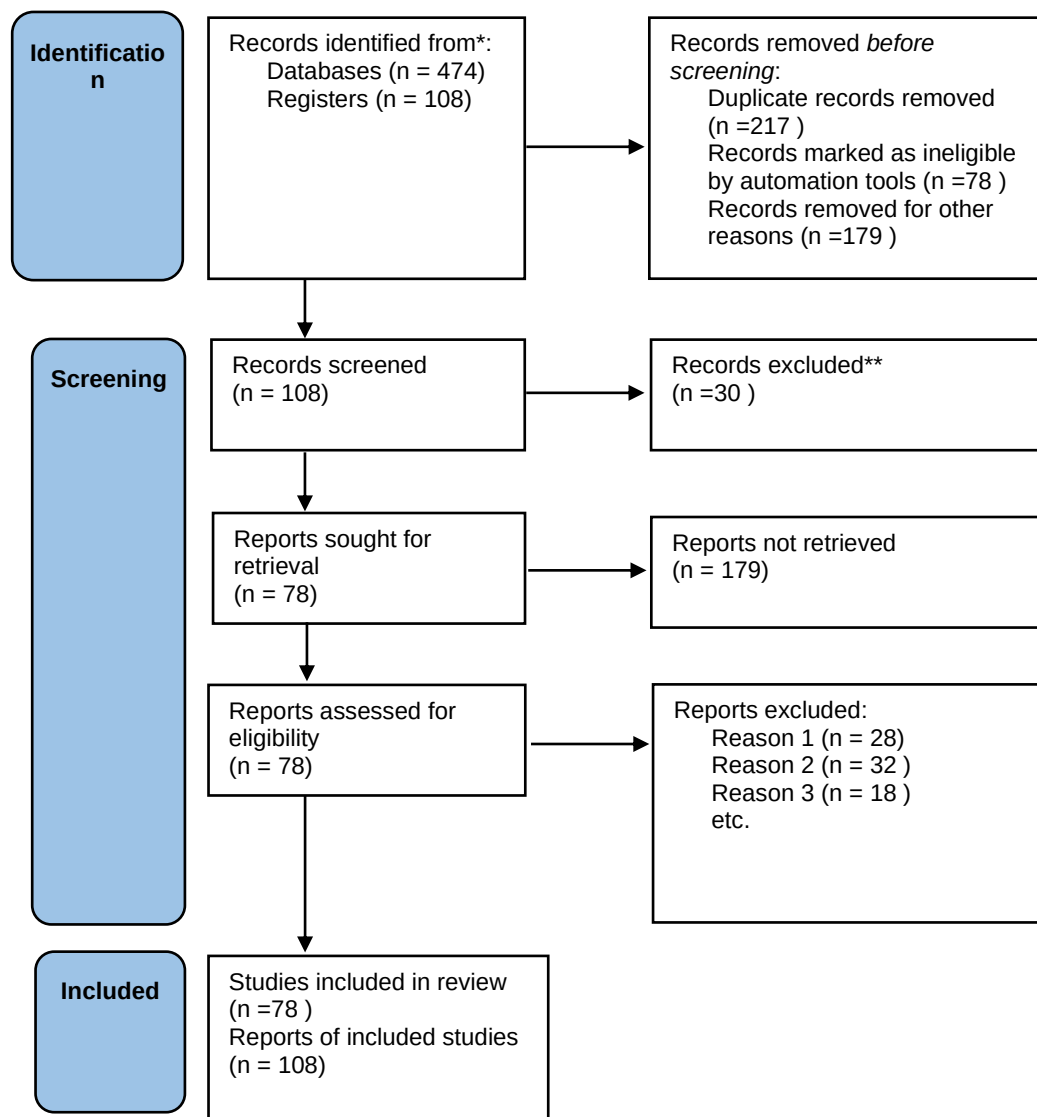
The relationship between professional identity, career management, and development is complex and reciprocal (Cruess et al., 2019). Professional identity influences career decisions and opportunities, and career experiences, in turn, shape and reinforce an individual's professional identity. Professional identity is an essential component of career management and development. It helps individuals understand their strengths, weaknesses, and opportunities for growth and shapes their career paths. In the organizational context, professional identity is shaped by the culture, norms, and expectations of the organization, while in the individual context, it is shaped by personal experiences, values, goals, and aspirations. Understanding the relationship between professional identity and career management and development is critical for success in today's job market.

LITERATURE REVIEW

Prisma Flow Diagram

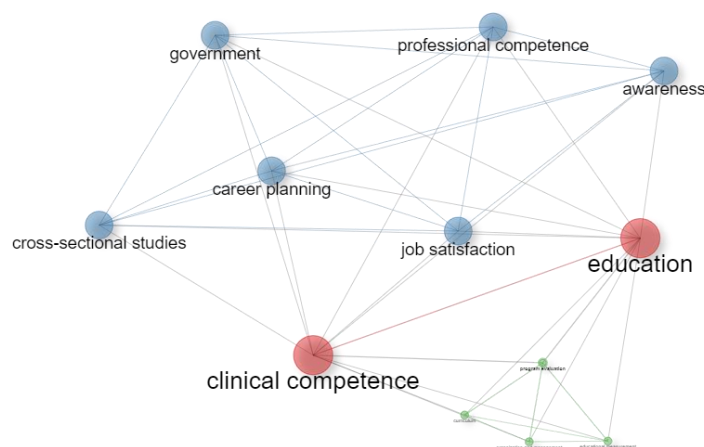
Scopus database for career AND management, AND professional AND Professional identity, we are mining for 474 documents finding for this theme. Professional identity is crucial for career success: Studies have shown that having a clear and well-defined professional identity is an important predictor of career success. Individuals who have a strong sense of professional identity are more likely to have a clear understanding of their strengths, weaknesses, and opportunities for growth, and are better equipped to make informed career decisions and advance in their careers. Organizations play a key role in shaping professional identity: Organizations play a crucial role in shaping professional identity by providing training and development opportunities, setting expectations for behavior and performance, and creating a culture that values and supports professional development.

Figure 1. Prisma Diagram literature review



Career management and development is a lifelong process: Career management and development is not a one-time event, but rather a continuous and evolving process (Agyekum et al., 2020), (De-xin et al., 2020; Egdell & Robertson, 2020; Froelich et al., 2021). Individuals must continuously assess their professional identity and adjust their career goals and plans as they gain new experiences and face new challenges. Professional identity is influenced by both individual and organizational factors: Professional identity is shaped by both individual and organizational factors. In the individual context, it is influenced by personal experiences, values, goals, and aspirations, while in the organizational context, it is shaped by the culture, norms, and expectations of the organization.

Figure 2. Coupling Map from Literature Review



Diversity and inclusion impact professional identity: Diversity and inclusion in the workplace can have a significant impact on professional identity. Inclusive cultures and organizations that value and support diversity are more likely to foster a strong sense of professional identity among their employees, which can lead to greater career satisfaction and success. Overall, the literature suggests that professional identity is an important aspect of career management and development and is shaped by a combination of individual and organizational factors. Understanding the role of professional identity in career management and development is critical for individuals and organizations seeking to achieve success and fulfillment in today's job market (Basavaraj & Aranha, 2021; Birgün & Ulu, 2021; Heiman et al., 2017; Polanco & Hawa, 2017; Saeki et al., 2020).

METHOD

After running the searches in the databases, descriptions selecting and adding the records identified from other sources, combine all the descriptions returned from the searches into one citation management program, Mendeley. This systematic approach enhances the credibility of the review and contributes to a deeper understanding of the dynamics between career management, professional identity, and organizational contexts (Page et al., 2021).



There are several research methods that can be used to study the relationship between career management and development, professional identity, and the organizational and individual context. Surveys: Surveys are a commonly used method for gathering data on professional identity, career management and development practices, and corporate culture. Surveys can be administered to employees, managers, or a combination of both, and can include questions on job satisfaction, career goals, professional development opportunities, and organizational culture.

Interviews are a qualitative research method that allows for in-depth exploration of individual experiences and perspectives on career management and development, professional identity, and the organizational and personal context. Interviews can be conducted with employees, managers, or experts in the field and can provide rich and detailed data on the topics under investigation.

Case studies: A qualitative research method involves an in-depth examination of a specific organization or individual. Case studies can be used to examine the relationship between career management and development, professional identity, and the organizational and individual context, and can provide a deeper understanding of the factors that influence career success.

Observations: Observations are a qualitative research method that involves observing individuals and organizations in their natural settings. Observations can provide insight into the culture, norms, and expectations of the organization and can help researchers understand the role that the organizational context plays in shaping professional identity and career management and development practices (Cohen et al., 2007; Creswell & Clark, 2017; Gall et al., 2014).

A combination of methods may be used to gain a more comprehensive understanding of the relationship between career management and development, professional identity, and the organizational and individual context. In this case the source used relevant to Career Management and effect Professional identity in corporate from individual context.

RESULTS AND DISCUSSIONS

The results and discussions on career management and development, professional identity, and organizational and individual contexts can vary depending on the research question and methodology used. However, some general themes and findings have emerged from previous studies (Carey, 2017; Darmann-Finck & Reuschenbach, 2019; Saeki et al., 2020).

a. Professional identity

Professional identity is a crucial factor in career success: Studies have consistently shown that having a , solid, and well-defined professional identity is a criticalcrucial predictor of career success. Individuals with a clear sense of their professional identity are more likely to have a better understanding of their strengths, weaknesses, and opportunities for growth, and are better equipped to make informed career decisions and advance in their careers. Organizations play a significant role in shaping professional identity: The organizational



context, including the culture, norms, and expectations of the organization, has a significant impact on the development of professional identity. Organizations that provide training and development opportunities, support diversity and inclusion, and set expectations for behavior and performance are more likely to foster a strong sense of professional identity among their employees. Career management and development is a lifelong process: Career management and development is not a one-time event, but rather a continuous and evolving process. Individuals must continuously assess their professional identity, seek out opportunities for growth and development, and adjust their career plans as they gain new experiences and face new challenges.

Professional identity is influenced by both individual and organizational factors: Professional identity is shaped by both individual and organizational factors. In the individual context, it is influenced by personal experiences, values, goals, and aspirations, while in the organizational context, it is shaped by the culture, norms, and expectations of the organization. Diversity and inclusion impact professional identity: Diversity and inclusion in the workplace can have a significant impact on professional identity. Inclusive cultures and organizations that value and support diversity are more likely to foster a strong sense of professional identity among their employees, which can lead to greater career satisfaction and success.

b. Career Management

Career management is the process of planning and controlling one's own professional development and career advancement. It involves self-reflection and assessment of one's strengths, weaknesses, and career goals, as well as seeking out opportunities for growth and development. Professional identity is the way in which an individual defines and understands their role and purpose in their career. It includes an individual's perception of their skills, abilities, values, and beliefs, and how they relate to their professional roles and responsibilities.

The organizational and individual context refers to the factors that shape and influence an individual's professional identity and career management practices. The organizational context includes the culture, norms, and expectations of the organization, as well as the policies, processes, and resources that support career development. The individual context includes personal experiences, values, goals, and aspirations, as well as the resources and support available to the individual.

When it comes to career management, professional identity and the organizational and individual context play critical roles. A strong and well-defined professional identity helps individuals make informed decisions about their career paths and opportunities for growth and development. The organizational context can provide opportunities for professional development and training and can shape the norms and expectations around career management practices.

Effective career management, therefore, involves a combination of individual and organizational strategies and efforts, including ongoing self-assessment, professional development opportunities, and the creation of supportive organizational cultures and policies. By considering both individual and organizational factors, individuals can advance in



their careers and achieve their professional goals and aspirations.

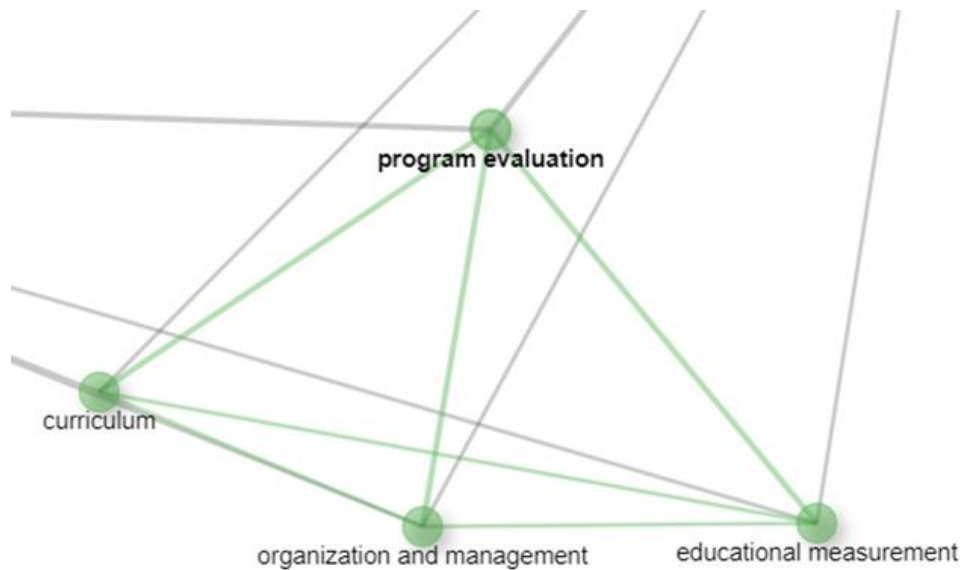
When it comes to career management, professional identity, and the interplay of organizational and individual contexts, we find ourselves at the heart of a complex and pivotal junction in the world of professional development. In this dynamic landscape, professional identity serves as a beacon, guiding individuals in their career journey. It acts as a compass, helping them navigate the labyrinth of choices and opportunities, and empowers them to make informed decisions about their career paths. A robust and well-defined professional identity is not just a badge one wears; it's a powerful tool that shapes one's sense of purpose, values, and aspirations. It's a mirror reflecting not only who you are but also who you want to become professionally. It instills confidence, clarity, and direction. As individuals build and refine their professional identities, they gain a clearer vision of their unique strengths, passions, and potential contributions in the world of work.

The organizational context, the ecosystem in which professionals operate, plays a pivotal role. Organizations provide fertile ground for growth and development. They offer opportunities for acquiring new skills, gaining experience, and expanding one's professional horizons. Equally important, organizations establish the norms and expectations that govern career management practices.

Effective career management, then, emerges as a harmonious symphony of individual and organizational strategies. It's a dynamic process that requires both introspection and external support. It involves the regular self-assessment of one's professional journey, a commitment to ongoing learning, and an openness to adapt and evolve as opportunities and circumstances shift. Moreover, the creation of a supportive organizational culture and the implementation of progressive policies can be transformational. Organizations that invest in their employees' development, encourage mentorship, and foster inclusivity tend to cultivate thriving professionals who are not only dedicated to their own growth but also contribute significantly to the organization's success.

By weaving together the threads of individual reflection and organizational enablement, individuals can forge pathways to advance in their careers and fulfill their professional goals and aspirations. The synergy between these elements is where true career management excellence is born, paving the way for individuals to flourish and organizations to thrive in the ever-evolving professional landscape.

Figure 3. Coupling Map from literature review involves a combination of individual and organizational strategies and efforts



Career management and development, professional identity, and the organizational and individual context highlight the importance of considering both personal and organizational factors in the development and advancement of careers. By understanding professional identity's role in career success, individuals and organizations can make informed decisions about professional development, training, and career management strategies, and create supportive environments that promote growth and success.

CONCLUSIONS

Career management, professional identity, and the organizational and individual context are interrelated and critical components of professional success. Professional identity provides individuals with a sense of direction and purpose in their careers and helps them make informed decisions about their career paths and opportunities for growth and development. The organizational context plays a significant role in shaping professional identity and provides career development and advancement opportunities.

Effective career management involves a combination of individual and organizational strategies and efforts, including ongoing self-assessment, professional development opportunities, and the creation of supportive corporate cultures and policies. It is essential for individuals to continuously assess their professional identity and adjust their career plans as they gain new experiences and face new challenges. Similarly, organizations must create supportive environments that promote diversity and inclusion and provide professional growth and development opportunities.

According to the findings, individuals and organizations should prioritize career management and professional identity development. By doing so, they can achieve greater career satisfaction and success, and positively impact the organizations and communities in which



they work.

Professional identity acts as the North Star, offering individuals a sense of direction, purpose, and clarity in their professional lives. It equips them with the tools needed to make well-informed decisions about their career trajectories, fostering a profound understanding of their strengths and passions. This self-awareness empowers individuals to choose career paths that resonate with their values and aspirations. Simultaneously, the organizational context serves as both a nurturing environment and a shaping force. It provides fertile ground for career development and advancement through learning and skill acquisition opportunities. Organizations also mold professional identity by establishing norms and expectations influencing career management practices. Inclusive and supportive organizational cultures amplify the potential for individual success, as they encourage personal and professional growth.

Effective career management is a dynamic and synergistic, requiring a harmonious blend of personal reflection and organizational support. Continuous self-assessment is how individuals recalibrate their professional journeys, adapting as they gain new experiences and confront fresh challenges. Organizations must shoulder their responsibility by creating environments that celebrate diversity and inclusion while providing avenues for professional development. Given these findings, it is evident that individuals and organizations should prioritize career management and professional identity development. Doing so leads to increased career satisfaction and success for individuals and fuels positive change within the organizations and communities they serve. By nurturing and investing in these interrelated components, individuals and organizations alike stand poised to chart meaningful career paths, unlock their full potential, and create a more vibrant and impactful professional landscape for everyone involved.

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