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## EDITORIAL - DECISION AND CAREER EXPECTATIONS

In very difficult times, for so many and so different reasons and risks, how are the expectations of professional development drawn? In any scenario, national or international, the changes imposed in the ways companies are organized to produce, goods or services, have increased the dynamics of competitiveness by valuing opportunities that that organization is able to offer. It is with this valorization that decisions are built.

It is a fact that the individual's perception is multiple regarding these opportunities. Sometimes, when the educational training process is still going on, he can even associate it with a brand. The pressures of scenarios external to organizations sometimes also identify - or inhibit - expectations and routes for professional development. Without forgetting the impulses, also almost definitive, to build non-traditional careers that touch organizations?

Another aspect, equally relevant in the construction of these career decisions, are the influences, institutional or not. For example, the role of the family requires special attention. But not only. How can we fail to recognize the role of vocations in building career expectations in sectors as distinct as sports, or religion? How can we deny that these or other environments also build strong career expectations and determine decisions?

In this context, in the amalgamation of these multiple variables and the different pressure and influence formats, that the process between decision and career expectations became the thematic axis of the articles that make up the third issue of Volume 10 of the Revista de Carreira e Pessoas

The article that opens this edition, "Culture of learning and organizational performance in a public company" privileges, in its broadest sense, this dynamic between decision and expectation. With the specificity of having a public company as object of study. The text of the researchers, Josestene Bezerra do Amaral and Luis Eduardo Brandão Paiva, both from the Federal University of Ceará and professor Tereza Cristina Batista de Lima, from the Postgraduate Program in Administration and Con-

trollership, also from the Federal University of Ceará, aims to analyze the influence of the learning culture on organizational performance. The purpose of the article is to verify organizational learning practices and their relationship with the results provided, taking into account objectives established in organizational planning.

The research carried out, with a quantitative profile, reached a simple random sample composed of 388 valid respondents in a state-owned company, using the Dimensions of the Learning Organization Questionnaire instrument. The results of the study confirmed different dimensions of the “learning culture” with a greater incidence of the factors Collaboration and team learning, Performance of knowledge and Delegation of power and responsibility.

The discussion between career expectations and academic training is the subject of the second article of this edition. The text “Career decision process of higher education students: evaluation and testing of an explanatory model” by professors Ildécio Vieira Gomes, from Nova Faculdade em Contagem - MG, Tarcísio Afonso from Pedro Leopoldo Foundation and Luiz Rodrigo Cunha Moura, adjunct professor at Centro Universitário UniBH, aims to test the measurement model of the university students’ career decision process. The study, with a quantitative profile, privileged the analysis of the following decision factors: self-concept, professional self-efficacy and exploratory behavior, the basis for elaborating the three research hypotheses. The results of the investigation showed that the 3 hypotheses positively and significantly influence the students’ career decision process. The most significant incidental point (49%) suggests as a project “to continue studying”, which may indicate the dependence on continuing education as a means to complement the career.

The third article in this edition of ReCaPe, “Engagement in work in the supermarket sector”, by researchers Marília Amarante Dutra da Silva, Sandra Leonara Obregon, Franciane Cougo da Cruz Ceretta, Dienifer Pauleski Della Justina, all linked to the Federal University of Santa Maria and Professor Luis Felipe Dias Lopes, from the Postgraduate Program in Administration also at the Federal University of Santa Maria, aims to analyze the perception of employees regarding engagement at work. In particular, in a sector such as the supermarket, with a professional environment marked by strong competitiveness and turnover, with a significant impact on the way the employee perceives his work. With a quantitative profile, with a sample of 131 respondents, the study used the Work Engagement Scale (EEGT). The survey results suggest high averages of engagement in different aspects, notably in vigor and dedication, in strict reach of organizational objectives.

The construct “career anchors” is also relevant in the discussion of decision-making and professional expectations. Thus, the fourth article in this edition “Religious leaders and their career expectations: an empirical study with pastors from evangelical communities”, by researchers Thompson Augusto Reis, from the Methodist University of Piracicaba, Oliveiros Júnior and teachers Graziela Cremonesi and Yeda Oswaldo, both from the Graduate Program of the Methodist University of Piraci-

caba, aim to identify the career anchors most present within a team of religious leaders, according to their generations. The research defined as descriptive-analytical, with scope of case study, used the questionnaire validated as an inventory of career anchors by Schein, to identify the career anchors in a sample of 62 respondents, all religious leaders. This number corresponds to 63% of the leaders of that church. The survey results allowed the identification of the dominant “career anchor”, present in 36% of these leaders. The study also suggests that the age or generation factor does not interfere with the set of beliefs and values of those who choose to build a religious career.

The fifth article in this edition of ReCaPe, “Rethinking the dimension of work in sports in the perspective of ex-athletes”, by researcher Denise Aparecida Hipólito Borges from the Federal University of Lavras, and professors Rafaella Cristina Campos from Faculdade Presbiteriana Gammon, Luiz Henrique Rezende, Deputy Dean of Student and Community Affairs at the Federal University of Lavras and Monica Carvalho Alves Cappelle, Department of Administration and Economics at the Federal University of Lavras, aims to rethink sport as a work from the perspectives of former athletes high yield. The qualitative profile research, defined by the multi-case technique, also used the “content analysis” proposal for interpreting the interviews. The results of the research showed a complex decision-making process marked by the precariousness of the former athlete’s work, with evidence that career prospects are also unaware of the process of transforming the athlete into a commodity, including image exploration through overexposure.

Family dynamics and professional development is a topic of constant academic concern. The sixth article of this edition, “The family context in the career planning process of university students”, by professor Michele Gaboardi Lucas, from the University of the West of Santa Catarina and Suemi Walter Yamakawa, a researcher also at this institution, aims to investigate how the family context influences the career planning process of young university students. The methodological procedure, with a qualitative profile, with a descriptive and exploratory character, also used the technique of “content analysis” to interpret the data collected in the semi-structured interviews. The research results showed that there is a diffuse perspective between the meaning of career planning and the sense of planning for the immediate professional future. Family stimuli influence the individual’s career choices, as suggested by different interviews, but do not offer planning expectations. Family support offers information and possibilities for personal development, but has less impact on career planning.

The seventh article in this edition, “Stress and work: the drama of people managers in contemporary organizations”, by researcher Janaína Faria Fidelis, from the Pontifical Catholic University of Minas Gerais, professor Luciano Pereira Zille, from the Academic Master’s Program of the University Center Unihorizontes and Professor Fernanda Versiani de Rezende - Professor at Centro Universitário Unihorizontes aims to analyze and describe manifestations of occupational stress in managers in the People Management area. In theoretical terms, the model of analysis of occupational stress was

validated by Zille. With a quantitative profile, in a survey format, the descriptive research performed data analysis using uni and bi varied statistics. The results obtained in the study showed strong manifestations of stress, whose prevalent symptoms were psychic, including anxiety. The indicator that proved to be the most important was the 'desire to change jobs frequently', suggesting the prevalence of the correlation that the level of job satisfaction is proportionally inverse to the level of stress.

The article that closes this edition of ReCaPe "Policies and Practices for people management and rotation intention: a study at the Federal Institute of Pará, Brazil" by Maria Helena Tavares da Silva Guerra - Researcher at the Federal University of Pará, Carlos André Corrêa de Mattos - Professor at the Federal University of Pará and Alessandro de Castro Corrêa - Professor at the Federal Institute of Education, Science and Technology of Pará aims to identify the perception of policies and practices as well as verify the intention of rotation in the context of public servants. The research, with a quantitative profile, in a survey format, applied the questionnaire composed by the Scale of Policies and Practices of Human Resources (EPPRH), designed by Demo et al. (2014), and the Rotation Intention Scale (EIR), in the proposal by Siqueira et al. (2014). The results of the survey showed that the training, development and education policy was the best evaluated, followed by the policies of involvement, working conditions, performance and skills assessment, and remuneration and rewards.

Good reading!

***Leonardo Trevisan, Elza Veloso and Joel Dutra***

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