MADAME BUTTERFLY'S CAREER PREFERENCE

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Abstract
The changing nature of work has resulted in major transition in the shape of careers and their management within and outside organizations. Scholars, though, tend to suggest that the changes are overwhelming and colossal, whereas in reality much has remained stable. In this paper, I bring a balanced view of the management of careers in organizations and beyond. This paper takes into account recent developments in the nature of the business environment, and at the same time acknowledges that much of the basics in career development theory.
This research will provide an important contribution to career literature in the formation of career criteria results on a model handled in 50 recently published articles.
Key Words: Career Planning, Boundaryless and Protean Career
JEL Classification: 015 (Human Resources; Human Development; Income Distribution; Migration)

1.INTRODUCTION
In Giacomo Puccini's opera "Madame Butterfly" we are presented with two strikingly different characters. Cio-Cio San (Madame Butterfly) is a 15-year-old Japanese girl in Nagasaki who falls in love with Captain Pinkerton, while he is in port with the US Navy. Completely committed in her love for him, and the relationship she has been led to believe in, she faithfully awaits his next visit and the time when they can be bound together in more enduring fashion. Captain Pinkerton's devotion on the other hand is ephemeral. While he roams the world his devotion is to the relationship of the moment. When his true nature and lack of loyalty become revealed, Cio-Cio San is overcome and unable to go on, takes her own life.
In our minds, this tragic story demonstrates dramatically how a strong sense of identity and values as well as adaptability and boundarylessness are needed to successfully navigate the course of one's life. Captain Pinkerton is physically

boundaryless and adaptive—able to cross the world and find himself at home wherever he travels. But he is without a home port in terms of moral guidance and identity. In stark contrast, Madame Butterfly is teeming with devotion to her values, yet in the end she is unable to adapt to a world in which her values cannot find their ideal fulfillment.

What are the lessons of such a tale for careers? While the consequences of a career are usually far less dramatic than Madame Butterfly's saga, we argue that a sense of identity and values can guide one's career. The ability to adapt and be fexible can substantially shape the direction, potential, and success of the career as well.

The research aims to respond three major questions. The responds would reveal (1) whether they have done the right career selection (2) whether they want to change their career and (3) whether they wish to improve their career. The three factors which have highly affected the respondents in career selection, change or even development of it are ''personal, situational and environmental'' factors.

2. THE INTERPLAY OF BOUNDARYLESS AND PROTEAN CAREERS

 An increasing number of careers researchers are using metaphors to describe contemporary career patterns. The contrality of work and careers to our lives is a well-established and widely accepted theme in the contempary careers literatüre within this literature, career has been variosly defined as life-process of work-related activities (Inkson, 2000; Handy ,1989; Hall, 2002; Super, 1957; Levinson et al, 1978; Schein, 1978; Sturges, 1999; Baruch, 2004).

Arthur and Rousseau (1996) used the idea of the boundaryless career, broadly described as being the opposite of the organizational career, and characterized by mobility across organizations and employees, having transferable skills and being sustained by external Networks (Hall (1996;2002; Briscoe and Hall, 2006). This view is supported by Pingle and Mallon (2003) who argue that social structure such as national context, gender and ethnicity are not given sufficient credence in much of the contemporary careers literature (Lömsö and Hiilos, 2008; Kottke and Agars, 2005; Gregory, 2001;Mainiero and Sullivan, 2005; Greenhaus and Foley, 2007).

2.1.Protean and Boundaryless Model of Career

A protean career has been charactarized as (Hall,1996) involving greater mobility, a more whole-life perspective, and a developmental progression. In more recent renditions of the protean career model, Briscoe and Hall (2002) have characterized it as involving both a values-driven attitude and a self-directed attitute toward career management (Sullivan &Arthur; Brisco,Hall and Demuth,2006; Briscoe,Henagon,Burton and Murphy,2012; Hall,2002; Sonnenfeld, 1984; Saviskas, 1977). Hall (1996) wrote about the emergence of a "protean career" in which individual career actors, not organizations, drove their careers based more upon their own psychological success and decisons than upon a structure, sequence, or set of standarts imposed by the organization (Arthur, 1994; Rouesseau, 1995; Hall &Associates, 1996; Briscoe et al, 2006; Sullivan &Baruch, 2009).

The review literature demonstrate that protean and boundaryless career models are somtimes used interchangeably as the two main dominant symbols of the new career (Otluoğlu,2012,Briscoe &Hall,2006; Inkson, 2006; Mirvis &Hall,1996; Brousseau et al, 1996; Hall, 2004; Hall, 1976; 2004; Hall, 2002; DeFillippi& Arthur, 1974; Arthur, 1994; Sullivan &Arthur, 2006; De vos Soens, 2008).

2.2.Boundaryless and Protean Career Versus Traditional Career

A boundaryless career may exist when the actual career or the meaning of the career transcends the boundary of a single path within the boundaries of a single employer (Arthur &Rousseau,1996; DeFillippi &Arthur, 1994; Peiperl &Barunch, 1997; Drucker, 1999; Rousseau, 1995; 1996; Goleman, 1995).

The ambiguity and dimishing security generated anxieties. And with responsibility came stress. Stress is recognized as a majör obstacle to individual and organizational performance (Cartwright& Cooper, 1997; Coopeer et al, 2002) and sub sequently careeer management needs to pay ettention to gaining a balance between work and life (Burke et al, 1993; Quick &Tetrick, 2002; Waterman, Waterman, &Collard, 1994; Baruch, 2001; Ghoshal et al, 1999; Arthur et al, 1995).

The "intelligent" meant the Know why (values, attitude, internal needs, identity, and lifestyle); Know how (career competencies: skills, expertise, capabilities; tacit and explicit knowledge); and Know whom (networking, relationships; how to find the right people)(Jones and DeFillippi, 1996; Hall, 1976; 1996; 2004; Hall and Mirvis ,1996; Sullivan &Arthur,2006; Granrose &Bacali, 2006; Baruch,2006).

3. PURPOSE AND METHOD OF THE RESEARCH

The research has two main purposes. The first is contributing to the literature on career planning, the second is providing significant clues for human resources experts in the companies about career planning of the workers.

HR experts need to consider the following while planning for their staff on their career beforehand:

(a) Factors affecting career selection; (b)The connection between the career selection and career type; (c)Factors affecting career change;(d)Factors affecting the person to change career;(e)What phase of career is the beholder in;(f)The sort of connection between the career type and career profile

The base role model of the research result was basically built on theoretical structure of 50 articles published in the recent years. As a result, Madam Butterfly and captain Pinkerton's example reveals the reality that the working groups' preference of ''Career Selection'' would also influence their   '' Career Life''. The research model would also help the group for their career preference.

Additionaly, The review focuses first on vocational psychology's rich tradition of theoretically driven research, and then discusses research in career development that crosses a number of theoretical approaches, and finally identifies the assumptions in the field and questions for future examination.

4.MODEL AND FINDINGS OF THE RESEARCH

The starting point of the research is to determine the factors affecting the career choice of a person and together with these factors, to determine the inputs and outputs of the career. In the research model, together with career selectioin, the effects of 5 factors in career planning will be demonstrated. Taking into consideration of a wide-dimesional model in Figure 1 by human resources wxperts will erable them to make a happier and more successful career planning fort he new recruit and the other workers.

4.a.a.Personal Factors: Job searchacitivities/behavior; work adjustment and vocutional adjustment; career insight; role conflict; personality factors-managerial competence,   competencies, skills, value, attituties, balance,

intelligence,selfefficacy,knowledge,lifestyle,expectation,autonomy,interest,freedom,adaptability,selfawareness,identity,leadership style,skill utalization-;personality demographic features- gender,education,age,maritul,child/family,biological heritage-;personal features-career authenticy,openness to experience,goal-orientation,proactive personality-

4.a.b.Situational Factors: Situational factors in the model are listed under 10 headings. Career enactment; career orientation-learning,context,experience,social reference,personality variation-;career management- position behavior,inflence behavior,boundary management-;organizational culture; organizational history profile; organizational strategy and career policy; career structure -vertical,horizontal,external,geographical-;work role, value expectation, statu, security, pscyhologic contract, norm,career scenario,work knowledge,artifact,smybol,safe havens;organizational salary/compensation; organizational health

Figure 1:
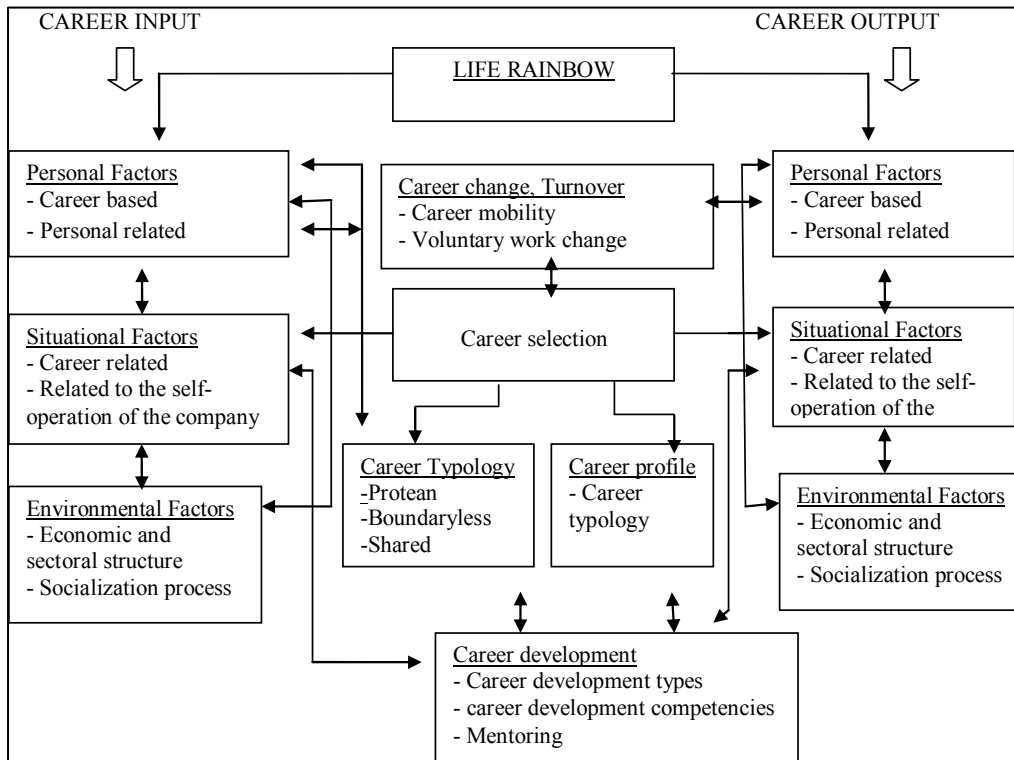
4.a.c.Environmental Factors: Environmental factors in the model are listed under 12 headings. Employment instability;external support seeking;sector discrepancy,social network;unexpected situation;fashion;societies value;social learning;time;opprtunities;social expectation;socialization process

4.b. Outputs of factors affecting career choice : In this part of the model, results of choosing the factors affecting career selection are listed under 3 subheadings.

4b.a.Personal Factors: Career success; career satisfaction;career autonomy;psyhological well-being;life satisfaction;helplessness;personal fullfillment;
performance;accomplishment;eminence/recognition;motivation;creativity;career maturity;power;motivation;salary

4.b.b.Situational Factors: Situational factors in the model are listed under 13 headings. Job career congruence;perceived employability;perceived supervisor support;intrinsic/job success;entrinsic- job prestige,organizational prestige;promotion,challenge,social relation,supervisor appreciation,fringe,benefits-;abseentesim;employer turnover;organizational commitment; employment morale; organizational citizenship;productivity;financial success;punishment/hard criticism

4.b.c.Environmental Factors: This factor in the model is examined under the heading social structure of career success.

4.c. Career Typlogy: Career types in the research are defined according to 3 preffered career type.

4.c.a.Protean Career: Two dimentions of protean career are under this heading (Value-driven career attitude and self-directed career attitude)

4.c.b.Boundaryless Career: (Organizational mobility and boundaryless career)

4.c.c.Shared Career: In this part, three of shared career is explained (Functioning, initiation and termination)

4.d.Career Profiles: Career profile in the research is under 4 headings considering personal attitudes and characteristics.

4.d.a. Provisional,traditional,self-designing,self-directed

4.d.b. Lost/trapped;Fortressed/wonderer;   Idealist/Organizational.;Hired gun/protean career architect

4.d.c. Knowing-why;knowing-how;knowing-whom (Boundaryless competencies)

4.d.d.Personality Features: Career authentacy;openess to experience;goal-orientation;proactive personality

4.e.Careeer Development: In the research, career development is explained under 3 headings.

4.e.a.Types of Career Development (progressive;inderate;facilated;idealist)

4.f.Career Mobility Decision: Career mobility decision is explained under 2 headingsç

4.f.a.Mobility (work-role;opportunities)

4.f.b.Turnover Decision (affective,alternative,bahavioral;calculative;normative)

4.g. Career phases: In the research, subheadings are formed considering the two basic models.

4.g.a.Super's 5 Life Model (Growth;Exploration;Establishment; Maintenance;Decline) =Life Rainbown=Super's Self-Concept Theory

4.g.b.Levinson Career (Early Adult Transition; Entering The Adult World; Setting Down; Mid-life Transition;Entering Adulthood

5.CONCLUSION

Utilizing the boundaryless and protean career templates specifcally, we have shown that both within *and* across these contemporary career metaphors, there is ample opportunity for more deconstruction and for more generative combinations. The goal of this cognitive exercise is practical—to generate richer theory, more precise research, and more efective career intervention.
An inherent limitation to our presentation here is our reliance upon metaphors ("the substitution of a concept …. by another that is typically more concrete and more striking" to illustrate types of career orientations (Inkson,2002; Glaser and

Strauss,1967; DeFillippi and Arthur,1996). We have hinted at some of the general directions such intervention might take but much more is needed.

Turning back to the individual as the unit of analysis, we suggest that research examine specific problems and opportunities related to self-awareness and motivation to change, associated with various career profiles such as those we present. As individuals follow their own scripts they will face unique challenges in being aware of themselves, alternate career possibilities, and change strategies.

Consider again the examples of Cio-Cio San and Captain Pinkerton in "Madame Butterfy."

Each of them had a particular blind spot based as much on their strength as their weakness. They lacked a wider self-awareness and/or willingness to change, which tragically limited them both. With possible assistance from others, Cio-Cio San may have seen herself as "fortressed," and been taught to see the possibilities beyond the immediate situation that her values seemed to support. And maybe, with similar assistance and refection Captain Pinkerton could see the limitations in being essentially a "wanderer" and learn how more disciplined self-awareness and priority-setting could bring a more ultimately rewarding life.

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