



Covid-19 and Career Shock

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Abstract

The world health organization declared Covid-19, a contagious disease, as a pandemic on March 11, 2020. The Covid-19 pandemic significantly impacted all humanity, including the healthcare industry, economic units, and social relationships. The Covid-19 epidemic disease made it compulsory for economic units to innovate in management and business understanding. These business and managerial changes have revealed the need for people who want to improve their career planning and careers to review their career planning. It is clear that the Covid-19 epidemic is an extremely destructive and extraordinary event. Currently, Covid-19 continues to make a profound impact on individuals' careers. Covid-19 epidemic causes career shock in the career development of individuals who want to steer their career. In this sense, career shock can be defined as destructive and extraordinary events caused by factors beyond the control of the individual and triggering a deliberate thought process about one's career. In this study, it was evaluated that Covid-19 was a career shock, and career shock was defined by addressing its potential effects on the career. In terms of career, the biggest effect of Covid-19 is its uncertainty. If Covid-19 cannot be brought under control, its effects will continue increasingly like a snowball in career and all other life areas. Therefore, this study will be able to offer an important perspective to individuals who want to evaluate career opportunities in the Covid-19 process. It is thought that the study may offer suggestions for future researches on career shock.

Key Words: Covid-19, Career Development, Career Shock, Year 2020.

Introduction

Human resources management has reached its current state as a result of modern developments. Modern management techniques arising from scientific and technological developments continue with a human focus. Successful organizations motivate their employees as human-centered. These organizations can become productive and effective as long as they meet the expectations of their employees. If economic units and organizations want to achieve their goals, they can motivate their employees by using career management effectively. In addition to motivating, the qualifications, skills and competencies of employees are also important. Today, companies will attach great importance to career issues. Business organizations that provide employment, adopt career management practices as a function of organizational strategy in order to direct their employees' desire for promotion and development to the goals and objectives of the organization. Career, which is important in business life, enables individuals to see before and after work and to keep their desire for improvement alive. Undoubtedly, every person wants to choose a good profession that suits his or her talent. Everyone will have the desire to work in a suitable status in this profession, and to pursue a career in this job. Having a career gives a person a personal identity as well as a social status.

Labor markets are also important in the career development process. Career is a concept that emerged in the labor market. Here it is useful to explain some concepts related to labor market and labor market. Economic indicators such as employment, unemployment and wages are also socially important. The labor market is

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concerned with the human element operating in the fields of production of goods and services of any economic structure. Labor, which is the subject of purchase and sale in production, is one of the basic production factors. The active population means the working age population and is the group of people between the ages of 15 and 65. Labor force consists of the total of employed and unemployed. It is necessary to define employment broadly and narrowly. In a broad sense, employment is the inclusion of all production factors (labor, capital, entrepreneurial and land) in production. In a narrow sense, it is the participation of the labor factor into the production process. Unemployment is that labor is not fully used in the production process. Unemployment is one of the most important sources of welfare loss and income injustice. Wage is the wage paid to the worker in exchange for labor power. These defined concepts occupy an important place in the labor market structuring of every economic understanding and thus in the career process. In short, these words are concepts that touch the human element individually and socially (Kesici, 2013:13-20).

Today, companies attach great importance to career issues. They carry out some managerial activities so that their employees can make careers. These activities are also within career management and planning. Career management is an application that enables planning and management of the career to meet both the needs of the organization and the preferences and capacities of the employees (Öge, 2017:48-49). It makes sense to look at the concept of career management in terms of organization and individually. In terms of organization, career management can be achieved through a four-step approach. This is firstly determining the personnel to be recruited in terms of career planning, and secondly, drawing the career path. The career path is the process of raising for a higher position by determining the functional features of positions within the organization and the common directions and relationships between different positions. Third is the provision of career counselors. Finally, it is the development of individual plans. From an individual point of view, career management is shaped based on the person's knowledge, skills, interests and goals. There are internal and external factors that orient the individual in career choice and formation (Kaynak et al., 1998:239-244).

The concept of career dealt with in terms of organization and individual reflects a common perspective on which the parties will agree. The success of career management is important in the proper functioning of this union. In career planning, which has two aspects: individual and organizational, the individual makes choices regarding the job paths that he / she will proceed with (Özgen et al, 2001:194-195). One of these ways is career steps. Organizations must request labor force in order to have career steps. Organizations that demand labor offer the labor force individually to the market for a price. Many factors such as individual preferences, family decisions, wage, non-wage income market conditions that affect the decisions such as working or not working time for the individual are effective (Kesici, 2013:48).

For individuals, important career-related decisions and crises can be either at the beginning of the career or after starting their career. It is likely that crises will occur depending on the career entry and after career. For example, losing or changing a person's job can be seen as a career obstacle. These obstacles can affect the person and undermine his career.

Factors that lead the continuation of the individual career process, mostly being individuals, but outside the individual also affect the career positively or negatively. There are factors that are expressed as career obstacle, problem and shock and cause deviations in the individual career plan in the career of the individual, in the development of his career. These can be either individual or originated from the organization, social structure and extraordinary situations (Bozkurt, 2019: 63).

One of these extraordinary situations may be epidemics worldwide or in the country of residence. These epidemics can affect labor markets, and therefore career planning. Finally, like the Covid-19 epidemic that occurred in the last month of 2019. With the emergence of Covid-19 epidemic disease, the sectors that produce and are the locomotive of economic activities has had to stop their activities either completely or largely. Thus,

various changes occurred in the world economy and the economic structure of the countries. International trade and capital flows started to decline substantially. In this context, huge decreases started in the demand of companies and institutions.

The World Trade Organization (WTO, 2020) predicts that world trade will drop by 13% to 32% due to the Covid-19 (new type of corona virus) epidemic by 2020. In fact, the WTO (World Trade Organization) economists believe that this decrease will likely be more than the declines in terms of trade caused by the 2008-2009 global financial crisis. Governments are taking a variety of measures to deal with the Covid-19 epidemic. It appears that Covid-19 virus has been meticulously and consistently monitored worldwide government responses and compared to the business world. Affecting the business world deeply affects those who want to pursue a career indirectly. In addition to the threat to public health, Covid-19 briefly threatens economic and social disruption, as well as long-term livelihoods and the well-being of millions. Thus, Covid-19 had a shock effect for those who wanted to pursue a career. Career shock is when people do not encounter an environment they always expect in working life because of their high goals and expectations at the beginning of their careers. It emerges as a problem for the person in the early stages of his career (Dündar, 2009: 291).

In this study, the shocks caused by Covid-19 epidemic disease, which came across people as a career obstacle and shock of individuals making career plans, were evaluated and their potential effects on career were discussed.

Literature Search

Although the literature on career is very old, the literature describing Covid-19 and career shock together is new. Because Covid-19 epidemic disease occurred in the last month of 2019.

Akkermans et al. (2020) evaluated the Covid-19 crisis in terms of professional behavior as a career shock. They provided information about career shocks from the literature. They saw the Covid-19 epidemic as a career shock, and stated that business and career outcomes are an issue that needs to be understood and dealt with. In this context, they examined the effect of Covid-19 on individual careers by dividing it into three. First, the effects of career shock are directly affected by the interaction between contextual and individual factors. Second, the impact of career shocks varies with time. It can have different effects in the short and long term and at different career stages. Finally, negative career shocks can lead to positive career results.

It is possible to see the career shocks of some experts caused by Covid-19 in newspaper news. Like Professor Richardson's article of April 18 in Canberra Times. Richardson (Richardson, 2020) stated that Covid 19 is a career shock, a large, unexpected and unplanned event that directly affects short- and long-term career opportunities and experiences. He stated that this epidemic would potentially cause long-term damage to people's careers. He emphasized the ability of individuals to transfer the existing skill set in order to accept such career shocks as they are and to cope with their difficulties.

Akkermans, Seibert and Mol (2018) discussed a study to define and conceptualize career shocks, as well as to provide an agenda for future research on this issue. In this study, career shocks have been defined, and they wanted to provide an integrative definition and conceptualization by bringing together the existing literature.

Mahmud et al. (2020) investigated the effect of Covid-19 fear on career anxiety due to the outbreak of Covid-19. A questionnaire developed on three different scales for Covid-19 fear, depression and career anxiety has been developed. The fear of Covid-19 reveals that individuals have become anxious about their future careers. They feared that Covid-19 fear causes Covid-19 depression and has a long-term negative impact on human psychology as people are depressed and worried about their future careers.

Rudolph and Zacher (2020) conducted a study on how Covid-19 and Covid-19 will affect career and career development in relation to career. In the study, they determined how individuals of different ages were affected by

the Covid-19 outbreak and how they reacted to them, and identified them as a condition that characterizes the new generations.

Career Shocks in Career Development

Programs, actions and activities implemented to help individuals achieve their career goals throughout their careers are called career development. Career development is an effective way to protect the human resources of organizations as well as individuals. (Bingöl, 2003: 257-264). An effective career development is extremely important as it gives the individual opportunities for development and progress. In addition, it will increase the individual's independence, gain spiritually and reduce irritability. In addition to all these, the quality of working life will increase, trained qualified employees will stay in the institution, cause them to work in jobs appropriate to them, they will have equal opportunities for women and men (positive discrimination), and will be more effective both for the organization and the individual in achieving career planning goals (Öge, 2017: 294). There are also difficulties that individuals can experience in career development. The main reason for this difficulty is that it is a future-oriented process.

When it is not known what the future will bring and the path contemplated changes unexpectedly, it may make sense to follow a different portfolio of options rather than stick to one idea. Unexpected events and shocks spoil the routine life people are accustomed to. People can no longer be as comfortable as before and begin to ask questions about what is important (Ibarra, 2020). Given the need of individuals to make a career, at the same time, while effectively responding to the opportunities and challenges created by the environment, obtaining career opportunities becomes an important issue (Savickas & Porfeli, 2012: 663). In short, individuals may be affected by their environment in their efforts to build their careers, and these environmental factors can interact with the individual's career opportunities. Person-environment interactions offer restrictions and opportunities that affect attitudes and behavior in the context of realizing careers (Blokker et al, 2019: 174). In terms of the individual, this is called career shocks. Career shock is an external event outside the individual.

Is possible to define career shock in many different ways. It is appropriate to define career shock as follows. "It is a devastating and extraordinary event caused by factors beyond the control of the individual and triggering a deliberate thought process about one's career." Career shocks differ in terms of controllability and predictability. It is considered to be relatively rare and extraordinary events that can be considered negative or positive by the individual (Akkermans et al, 2018: 4). Many individuals experience career shocks in their careers, and career shocks can significantly affect the career development process. Career shocks should be divided into two as positive and negative shocks. Negative career shocks weaken the indirect relationship between career resources and employability. Positive career shocks strengthen the indirect relationship between career resources and employability. Career shocks play an important role in the career development of young professionals (Blokker et al, 2019: 175-177). An unexpected promotion, salary increase, promotion or a professional reward are examples of positive career shocks. Positive career shocks change the career for the better. A serious accident, illness, disaster, termination of contract and unexpected dismissal can be classified as negative career shocks. It often puts the career process in a worse situation (Richardson, 2020). Career shocks have shown that it encourages people to reflect critically in career development processes and to change in evaluating future career opportunities. Unlike positive career shocks, negative career shocks weaken the individual's decision-making process and career development (Seibert et al, 2013). So it should be no surprise that many people rethink their career in the current epidemic Covid-19 process (Ibarra, 2020).

Covid-19 and Career Shock

Although it is often difficult to predict and prevent a career shock, coping with these shocks requires individual effort. For example, there may be efforts such as being prepared for shocks, developing career competencies during the shock period, being flexible to cope with shock barriers, and developing a wide variety of psychological and

behavioral strategies (Blokker et al, 2019: 173). Many individuals encounter career shocks in their careers, and career shocks can significantly affect the career development process (Bright et al, 2009: 15). Studies show that certain career shocks affect the individual in different ways depending on his condition (Kraimer et al, 2019).

The World Health Organization (WHO) officially declared Covid-19, which emerged in Wuhan, China in December 2019, as a universal epidemic on March 11, 2020 (WHO, 2020). Governments have begun taking a series of measures to stop the spread to stop Covid-19 from infecting people to people. This new global epidemic stopped public life and severely overturned the global economy. In the crisis caused by Covid-19 epidemic disease worldwide, almost all of the industries and businesses closed shutters. With this closing, there have been many layoffs. In addition, people often started to face the risk of losing their jobs (Bakker & Wagner, 2020: 2).

The economic actors in the world had to lay off hundreds of thousands of people to survive for their future without suffering economic losses. Those who lost their jobs felt that Covid-19 was a very bad epidemic. Because their income is either very low or limited income or loss of income completely. As a result, Covid-19 has created a shock that deeply affects individuals who have real career goals, make career planning, are less satisfied with their careers and want to make an effective career.

Epidemic diseases such as Covid-19 create not only an epidemiological crisis but also a psychological crisis (i.e. anxiety, depression, insomnia, trauma, anger, psychosis, panic and boredom) like other epidemics in the past (Özdin & Bayrak Özdin, 2020: 5). People tend to be afraid of their lives in the first place in epidemics such as Covid-19. Then the fear of things arises. As fear deepens, it causes depression. Fear and depression are related to different forms of anxiety (Mahmud et al, 2020: 2).

Regarding Covid-19, even though governments are managing with short-term solutions, they will have a serious impact on economic and social consequences in the long run. Career experiences, opportunities and changes in career trajectories of individuals in terms of their careers will be directly effective in the short and long term. For example, while healthcare professionals work to provide 24-hour service, the vast majority of other employees will have to work in the home office. Some of the employees will face job loss as the customer demand decreases and the institutions decrease their terms of service. Small businesses and employers also face significant financial challenges to keep up with costs (Akkermans et al, 2020).

Covid-19, which took more than 400 thousand lives in the first half of 2020, caused the most serious humanitarian, economic and social crisis of the modern world. It is necessary to accept Covid-19 as a career shock. Before moving on to the effects that this virus will have on individuals' careers, it is useful to briefly review the effects of the career in the business world.

The virus made a devastating effect, making the business and businesses vulnerable. According to ILO (International Labor Organization) estimates, Covid-19 caused large-scale workplace closings around the world, with 10.7% of hours worked worldwide in the second quarter of this year. (ILO, 2020: 2). According to WTO (World Trade Organization), it is determined that it will decrease between 13% and 32% in 2020 due to the Covid-19 outbreak in world trade. While it was the Asia and Pacific region, which was the worst affected in terms of expansion, Europe, America continent and Central Asia turned into the epicenter. The future trajectory of the virus remains uncertain. From a medical point of view, the virus continues on its way without discrimination. According to WTO, almost all regions of the world in trade volumes will experience double digit declines in 2020. The regions most affected by this situation are in North America and Asia, and exports will decrease sharply. As a sector, the decrease in sectors with complex value chains, especially electronic and automotive products, is expected to be higher compared to other sectors. Service trade is most directly affected by Covid-19 due to transportation and travel restrictions (WTO, 2020). On the other hand, wholesale and retail trade, vehicle repair, vehicle manufacturing, accommodation, catering services, real estate and administrative activities that are at risk of losing their jobs due to the virus will be deeply affected. Micro, small and medium-sized enterprises with very

few reserves face great uncertainty (ILO, 2020: 2). It is useful to state that. There was a slowdown in the world trade in 2019 without viruses in 2019.

Six out of ten people in the world work in the informal economy. This means that 1.6 billion of all working workers in the world ensure their livelihood in this way. With Covid-19, there was a 60% decrease in the informal economy. This is a sign that there will be a significant increase in poverty. At the same time, Covid-19 affected women more than men in working life. Because women work in the prominent professions and in the service sector most affected by the virus. The effects of Covid-19 on the young population, which is an important stage of life in career development, can be explained as follows: Those who are educated experience delays in completing their courses and graduating after the education is interrupted. According to the ILO data, 50% of the young people completed the education, and 10% stated that they could not complete the situation. These delays also delay the careers of young individuals. Those who have completed their education cannot participate in the labor market under the influence of the virus and face a hopeless situation. One-sixth of the youth working before the epidemic are no longer working with Covid-19. On the other hand, there is a 23% decrease in working hours (ILO, 2020). In short, Covid-19 faced the labor markets with significant challenges and deeply affected individuals' career planning, acquisition and development.

Effect of Covid-19 on Career Development

Career, which has shown a rapid and multi-faceted development in recent years, has become a concept that affects social and all other life aspects of the individual as well as his life at work. This concept, which developed in 2020, unexpectedly faced shock. This shock is very different from previous shocks on the career. This shock Covid-19 epidemic, which individuals experienced in career development in the beginning of 2020. Rich, poor has affected individuals all over the world. In terms of career, Covid-19 is a career shock. It should be perceived as a long-term shock, as it is not known when the disease will end. Covid-19 has a positive and negative effect on the career.

As a career shock, the possible potential effects of Covid-19 epidemic disease on the career are as follows:

- Since it is unknown when it will end, it creates career uncertainties (Rudolph & Zacher, 2020).
- The intergenerational effect varies (Rudolph & Zacher, 2020).
- The decreases, contractions and worsening of the trade that seems to continue will cause individuals to struggle to get into work (WTO, 2020).
- Increasing unemployment rates since the beginning of the epidemic constitute a career barrier (ILO, 2020).
- There were restrictions on working times (ILO, 2020).
- Even if the career continues, important events affecting the career such as promotion, wage increases and professional development opportunities will disappear (Richardson, 2020).
- In this process, some individuals may have to end their careers at the beginning, continuation and development of their careers.
- Anxiety of individuals who end their career may increase.
- Some individuals with careers may lose income.
- There may be decreases in the experience accumulated in the career process.
- Not being able to find a job for a long time may create job insecurity in the individual who wants to pursue a career.
- It affects young people and other age groups in different ways.
- While it affects some sectors negatively, it may affect others positively. In terms of career, while many sectors were affected negatively, some sectors were affected positively. For example, the healthcare sector, logistics sector, IT sector and to a lesser extent textile, medical and chemical sectors have been

positively affected. For example, positive developments have occurred in areas such as mask making and hand disinfectant production.

- New study ideas can come to the fore. Such as working from home, distance education.
- Some professions may come to a finishing point.
- Some individuals may develop new careers, even if they lose their current careers. Like a cook having a career in carpentry.
- It may cause someone who may be gifted in the usual life to not show their talents. This can be called a waste of talent.
- Long-term psychological effects may occur in individuals with a loss of career.
- It can offer opportunities to some individuals in a positive way.
- More flexible working order can be started.
- Some companies may report dissatisfaction with the working order, and some companies may benefit from this in terms of cost.
- It has raised concerns about looking safely into the future.

These and similarly, it is possible to increase the number of Covid-19's effects on career. While individuals need to struggle with negative career shocks, they should also know how to benefit from positive career shocks. In addition to accepting Covid-19 as it is, it is promising to know that some things will be done.

Conclusion

By specifying the corona virus as an epidemic, all countries have made an effort to limit the spread of Covid-19. In this process, the sectors that produce and are the locomotive of economic activities had to stop their activities almost completely or largely. This global virus epidemic was deeply affected by the business world. It made some changes in working order. In addition to the country-specific changes, there were also changes in the order the world used to. In addition to threatening public health, short and long-term different economic and social disruptions emerged. The level of welfare of millions of people has been affected. If Covid-19 cannot be taken under control, its effects seem to continue increasingly like a snowball.

The individual may face a number of negative situations while trying to carry out career planning in business life. This can be a problem, an obstacle, a crisis or a shock. Individuals are influenced by their environment while creating their careers. These environmental factors can interact with the individual's career opportunities. Person and environmental interactions offer restrictions and opportunities that affect attitudes and behavior in the context of realizing careers. For the individual, these constraints and opportunities are career shocks. Career shock can occur at all stages of an individual's career. Career shock is an external event that occurs outside the individual. However, this external event may originate from the organization or it may be in an extraordinary situation. For example, the Covid-19 epidemic, which affects the world. The Covid-19 epidemic is a special career shock. This shock has different effects for different individuals. For this, it is necessary to consider individual and contextual factors. The effects that may be negative according to the duration of the shock may turn into positive effects later. Therefore, both companies and individuals need to look at redefined, reworked flexible career and job opportunities. Businesses must make a number of systemic changes for the future. While dealing with jobs such as business continuity, changes in production volume, security risks, workforce efficiency and real-time decision-making, leaders should establish long-term strategies and ensure that companies continue their lives. Because the priority is to stay alive and seek opportunities for development. Thus, the career shock, which can be considered negative by the Covid-19 pandemic, can be overcome much more lightly.

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