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## HISTORICAL OVERVIEW OF CAREER PLANNING CONCEPT IN TURKEY IN NATIONAL ACADEMIC LITERATURE: 1999-2023

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### Öz

This study aims to provide a historical overview of the career planning literature in Turkey, especially in the period from the early 2000s to the present day, when career planning has been attributed importance. In particular, the study focuses on understanding the changing nature of career planning studies from the period of socio-economic transformation to the present. A total of 155 studies on career planning from the oldest to the newest in DergiPark Academic, which has a voice in Turkey's national literature, were used as data. These data were analyzed using the content analysis method. First of all, studies on career planning were evaluated based on intensity in three different periods. According to the results of the research, it has been determined that both empirical and theoretical studies have been carried out in the fields of health, tourism, economics, etc., especially in the field of university students.

**Anahtar Kelimeler:** Career, Career Planning, Historical Overview, Holistic Approach, Turkey  
**JEL Sınıflandırması:** F66, J01, M54

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## ULUSAL AKADEMİK LİTERATÜRDE TÜRKİYE'DE KARIYER PLANLAMA KAVRAMINA TARİHSEL BAKIŞ: 1999-2023

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### Abstract

Bu çalışma, özellikle kariyer planlamasına önem atfedilen 2000'li yılların başından günümüze kadar olan dönemde, Türkiye'deki kariyer planlama literatürüne tarihsel bir bakış sunmayı amaçlamaktadır. Çalışma, özellikle sosyo-ekonomik dönüşüm döneminden günümüze kariyer planlama çalışmalarının değişen doğasını anlamaya odaklanmaktadır. Türkiye'nin ulusal literatüründe söz sahibi olan DergiPark Akademik'te yer alan en eskisinden en yenisine kariyer planlaması üzerine yapılmış toplam 155 çalışma veri olarak kullanılmıştır. Bu veriler içerik analizi yöntemi kullanılarak analiz edilmiştir. Öncelikle kariyer planlaması üzerine yapılan çalışmalar üç farklı dönemdeki yoğunluğa göre değerlendirildi. Araştırma sonuçlarına göre özellikle üniversite öğrencileri alanında olmak üzere sağlık, turizm, ekonomi vb. alanlarda hem ampirik hem de teorik çalışmaların yapıldığı tespit edilmiştir.

**Keywords:** Kariyer, Kariyer Planlama, Tarihsel Bakış, Bütüncül Yaklaşım, Türkiye  
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## 1. INTRODUCTION

Career planning is one of the most important stages in both production increases and individual career development of employees. Research on career planning has been discussed for a long time (Touchton et al., 1977). When the research on career planning in the Web of Science (WoS) database is evaluated, it is seen that despite the long history of research, research intensity started after the 2010s. When the academic literature is evaluated, it is seen that the variability of employee skills from the beginning of the Industrial Revolution to Industry 4.0 has revealed the shaping of career planning according to today's industry needs and employee expectations (Azmi et al., 2018). At the current stage in the labor market, it can be stated that the career planning of employees should be carried out by considering factors such as participation in self-directed career management, creating belonging for non-standard jobs, and creating flexible but secure jobs (Hirschi, 2018).

Career planning starts when individuals take their first steps in working life and continues until retirement. For this reason, determining career planning, especially for individuals who will enter the working life, may be important for the continuity of employment (Qian et al., 2023). Career planning is very important especially in today's employee structure as it affects many factors. Adekola (2011) determined that there is a significant positive relationship between career planning and job satisfaction in a study conducted on Nigerian Bank employees. Frese et al. (1997) found that career planning is directly related to taking initiative, the need for success, taking action, and coping with problems. When career planning creates appropriate conditions, an effective labor force structure emerges for both the employee and the employer. In the meta-analytical study of Rudolph et al. (2017), it was determined that career planning affects career adaptations and positive conditions such as job satisfaction, job commitment, etc.

Similar to the international momentum, WoS data-based research on career planning in Turkey has intensified after the 2010s. National research has revealed a wide range of findings. According to the study conducted by İnce and Koç (2021) in a national context; it was reported that the summer training camp for coding, robotics, and electronic technologies created self-confidence in the relevant field and revealed emotional gains in students' career planning. Yılmaz et al. (2016) determined that the effect of career planning activities for nursing students on career planning was positive. In the study conducted by Can (2019) in the national context; it is necessary to carry out appropriate career planning policies to remove the obstacles to the professional development of teachers.

According to Smith's statement, until the early 1990s, there were almost no studies on career options. However, as time passed, research on career planning accelerated due to the prominence of individualization in the labor market. However, despite this, the academic literature on career studies, career planning, and career counseling in organizational and management studies has remained largely incomplete (Barley et al., 2017). In Rizzo and Kim's study (2005), conducting a SWOT analysis for career planning was considered valuable in terms of creating added value in a sustainable economy. Although there are studies such as SWOT analysis for career planning, a systematic literature review evaluating the studies in the national context has been lacking. In the national literature review, although empirical studies on career planning have increased rapidly in recent years, no study has yet been conducted that examines these studies as a whole and conducts a systematic review from a historical perspective. A systematic literature review is an important road map for policymakers, employers, employees, etc., which makes unmanageable amounts of information efficient for factors such as policymakers, employers, employees, etc., and is important in the rational decision-making process (Mulrow, 1994). For this reason, the lack of a systematic literature review on career planning in the national academic literature has revealed the loss of a holistic perspective on the field. The motivation

of the author of this study is to close this gap and to provide a holistic perspective for future studies for practitioners and theoreticians.

## 2. RESEARCH METHODOLOGY

In the research, a systematic literature review is conducted by adopting the interpretive paradigm within the harmonic interest of the researcher (Günbayı and Sorm, 2018). In this way, a holistic view of research on career planning is provided nationally. The data of the research are obtained from the DergiPark Academic database, which has an important voice in Turkey's academic literature. DergiPark Academic is one of the most important databases that provides editorial services to studies published in refereed journals in Turkey (Çelik and Güllü, 2023). All 155 studies obtained by filtering "Career Planning" in the DergiPark database were included in the scope of the research. All types of publications such as research, articles, papers, thesis abstracts, etc. were included in the scope. No time or context restrictions were made, and a holistic view was obtained for all studies on career planning. To make the data analysis of the research more systematic and simple, content analysis was carried out using MAXQDA 2020 application version 20.2.2. This data analysis application has a positive impact on theoretical developments by enabling in-depth understanding and access to the reality under investigation .

**Table 1.** Number of Studies on Career Planning by Years



**Reference:** (Kuckartz and Kuckartz, 2002).

## 3. RESEARCH FINDINGS

The findings of the study were analyzed under three different headings according to the number and intensity of studies in terms of period. From 1999, the first study, to 2014, studies on career planning were at a very basic level. It is seen that more systematic and empirical studies intensified between 2015 and 2020. Between 2020-2023, with the effect of the pandemic, it is seen that research on career planning has accelerated considerably and reached the highest level. The breaking points based on intensity in these periods allowed for a periodic evaluation of career planning studies.

### 3.1. Overview of Career Planning between 1999-2014

In the national context, the first study in the relevant database on career planning was conducted by Kozak (1999) on career planning methods by sampling five-star hotels and first-class holiday villages in the tourism sector. According to the findings of the study, it was determined that there was no significant difference between the career planning methods of five-star hotels and first-class holiday villages in terms of on-the-job training and off-the-job training methods, and career planning was perceived as an independent system that is an extension of personnel activities. In Irmiş and Bayrak's study (2001), which evaluates the academic literature, it is stated that the role of career planning is very important for developing the skills and abilities of employees, which is the most important factor of organizational management understanding in the reference period, and for organizations to be effective and efficient. In the study conducted by Anafarta and Özgenlik (2001) for the employees of a technical services unit in a company, a 29-week career planning process was defined using the critical path method

and it was stated that the career planning process should be computer-aided rather than manual. In the questionnaire study conducted by Anafarta (2001) with middle-level managers in a holding company, it was stated that the responsibilities in the career planning process were not recognized and thus the career planning process could not be realized. It was stated that the primary factor in the career opportunities of managers was determined as family, followed by high prestige and status as important factors. In Vergiliel Tüz's study (2003), the suggestion of flexible career planning that responds to the changes in the labor market within the reference period is shared. In Uzun's study (2003); career planning was seen as one of the factors of personnel management and it was stated that career software systems can help workers in their career planning for workers who create productivity increase in the transforming labor market order. It was stated that in the changing socio-economic structure, enterprises should provide employees with job security as well as career opportunities. Ramazanoğlu et al. (2004) analyzed the satisfaction of employees in Taekwondo enterprises and found that career planning creates a high level of job satisfaction. Göz and Gürbüz (2005), based on the literature review for nurses, suggested career planning based on self-recognition, determining values, defining individual ideas, determining work areas, determining goals, and making plans. In the study of Tetik et al. (2008), the factors affecting the job satisfaction levels of the personnel in the police force in Afyon province were investigated and career planning was determined as one of these factors. In the study conducted by Kayalar and Özmutaf (2009) on academic and administrative staff at Süleyman Demirel University in Isparta province and Ege University in Izmir province, it was determined that career planning affects job satisfaction more for academics compared to administrative staff. Adıgüzel (2009) investigated the individual career evaluations of the students of the Department of Economics and Administrative Sciences at Süleyman Demirel University in Shein's career anchors perspective index and the effects of parents in this context. According to the findings of the analysis of the questionnaire, the study applied to 400 people, it was determined that students were in different tendencies according to their perceived career values, the relationship between autonomy/independence values and father's occupation was significant, and the relationship between self-dedication value and mother's occupation was significant. In Sağdıç and Demirkaya's study (2009), a semi-structured interview form was applied to 121 students from Mehmet Akif Ersoy University (Burdur province) and exploratory research was conducted on whether students have career development goals for the future. According to the findings, it was determined that a significant portion of the students (88.4%) did not have future career planning for their fields. In the study of Kılıç and Öztürk (2009); in a survey study consisting of 1084 people in five-star hotel businesses, it was determined that the perspective on career method practices was more positive than the views on career planning practices. Opinions on career planning do not differ according to gender and education level, but it is determined that there are differences in age, marital status, income, working time, etc. Yaprak et al. (2010) sampled 66 medium and large-scale enterprises in the textile sector registered with the Istanbul Chamber of Industry and found that organizational career planning is effective in individual career planning. Gündoğdu et al. (2010) made evaluations that can increase employee motivation by adhering to the literature with the increasing importance of career planning in human resources based on the intensification of globalization. It is necessary to overlap the desired goals in career planning for sustainable business and human capital in the index of technological developments in the understanding of global competition. In Kılıç and Öztürk's (2010) study, it was determined that career management, career planning, and development factors have a significant effect on organizational commitment for employees working in five-star hotels and that there is a stronger link between career planning and organizational commitment than the others. Kaymaz (2011) emphasized in the theoretical context that the performance appraisal system applied to increase labor productivity provides important output in terms of career planning. Taşlıyan et al. (2011) aimed to determine the differentiation in career planning with a sample of students in Economics and Administrative Sciences from the universities of

six provinces located in different locations of Turkey. It was determined that students in different regions of Turkey have different career plans and that there are significant differences between career and education in the context of gender. Therefore, this situation shows that students in different regions of Turkey have different career plans. Bakioğlu et al. (2011) surveyed 142 graduates of Marmara University Faculty of Education and found that graduates need a graduate monitoring system and a career planning center. Tunçer (2012) made a theoretical evaluation; based on the changing human resources management as of the period of intensified globalization, it is suggested to minimize productivity losses in career planning, close the instant employment gap in organizational positions, increase job satisfaction and job loyalty, to determine talent identification and to use human resources effectively. In Onay and Vezneli's study (2012), it was shared that 218 academic staff at Celal Bayar University in Manisa province affected the formation satisfaction in career planning by the top management of the University, as well as providing self-satisfaction in strategic career planning. In the study of Sertelin Mercan and Yıldız (2012) conducted with 311 students at Istanbul University Hasan Ali Yücel Faculty of Education, career planning (57.6%) is one of the psychological support services that new students expect from their university. Kalafat (2012) conducted a questionnaire study with 555 students from Ankara University and Samsun Ondokuz Mayıs University and found that attitudes toward career planning have a significant and positive relationship with active and positive coping skills. Bayraktar and Kızılkaya (2013) comparatively analyzed the career planning of students in the Office Management and Secretarial associate degree program in the west and east of Turkey. It was revealed that a healthy guidance service is necessary to reveal the appropriate career planning of the students. In Halis' study (2013), research was conducted on the factors determining the career preferences of 2507 university students in Kyrgyzstan; innovative, social, and traditional career motives were revealed. Müftüoğlu and Erol (2013) expressed the current career planning stages based on the literature and stated that the current can be achieved in career planning with stages such as taking responsibility, acting decisively, being practical and creative, motivating individuals, being flexible for both independent and teamwork, analytical thinking, strengthening human capital to meet the expectations of the sector. In the study of Doğan and Eser (2013); with the data obtained from 240 students of Nazilli Vocational High School in Aydın province, the methods of coping with the stress encountered by students close to graduation during the career planning phase are evaluated. Serin et al. (2014) conducted a study on a sample of 180 students at the Gerede School of Applied Sciences in Bolu province, where the effective value in the career planning of students with two-year education was the security condition, while it was pure challenge for students with four-year education. Çınar et al. (2014) sampled the students enrolled in the Office Management and Secretarial program of Dumlupınar University in Kütahya province, and it was determined that there was no change in the career planning of the students according to their gender and age. In Mete and Karahan's (2014) study, it was determined that career planning is one of the factors affecting job satisfaction for employees in textile enterprises operating in Kahramanmaraş. In Kılıç and Ateş's (2014) comprehensive study involving 1693 students from 11 different universities, students' concerns about career planning were focused on employment.

### **3.2. Overview of Career Planning between 2015-2020**

In the first study of 2015, which is the second breaking point, Damar et al. (2015) addressed career planning processes for graduates and students of Dokuz Eylül University in Izmir province with a system approach, determined career management processes based on the literature and introduced a mobile application based on this. In Kula and Adıgüzel's study (2015); age, gender, social environment, socio-cultural structure, and economic factors were found to be important factors affecting career planning for 202 students of Süleyman Demirel University Institute of Social Sciences in Isparta province. Kızılırmak and Samatova (2015) sampled 22 hotel businesses in Bishkek, Kyrgyzstan, and

found that although human resources managers trust the positive effect of career planning, they do not take it into account in practice for financial reasons. In Gümüştekin and Gültekin's study (2015), both positive and negative effects of increasing stress sources on career planning were discussed in the context of literature. While stress is a factor that can set back the individual's performance and vision in career planning, it can also have an impact on the individual's mobilization. In Cevher's study (2015), the resumes of first-year students, whose sample consisted of 200 people enrolled in the office management and administrative assistant program at a state university between 2008 and 2012, were subjected to content analysis, and the career plans of the students were oriented towards the continuity of education - completion of four-year departments. In the study of Altuntaş et al. (2015), a questionnaire study was conducted with 119 students from nursing schools and health colleges affiliated with private and public universities in Istanbul province; it was shared that they did not receive career counselor support. In Cevher's study (2015), content analysis was conducted for career development centers in a total of 171 universities in Turkey, 103 public and 68 foundation universities. Thus, a comparative evaluation was made of the career centers of universities that carry out career planning activities. In Olcay and Düzgün's study (2015); A survey was conducted on 406 high school students studying vocational tourism in Gaziantep, and it was determined that although the students thought that continuing their careers in the tourism sector would create respectability, their perceptions of finding a job and working conditions had a negative impact on their tourism careers. In Ekinci's study (2015); The course contents of social security programs in vocational schools have been evaluated and it has been stated that KPSS and DGS exams are important for the career development of students. In the study of Çatır and Karaçor (2016); A survey was conducted on 400 students from the tourism faculty of Kocatepe University in Afyon province, and it was determined that career planning is a valuable issue for students. Şahin and Keser (2016); aimed to determine the impact of career planning on the job within the scope of the education program for gifted and talented students. Qualitative interviews, observations, and document analysis were conducted with 25 students in the BİLSEM ÖYG program during the 2013-14 academic year, and it was stated that the students had positive attitudes towards their fields and their career planning would be done accordingly. In the study of Develioğlu and Çeliker (2016); A survey was applied to four and five-star hotel employees in Alanya, and it was determined that the perception of organizational justice affected organizational trust and its sub-dimensions. In Karakuş and Bozgeyikli's study (2016), a survey was conducted for a sample of 399 teachers in Kayseri during the 2013-2014 education period, and a positive significant relationship was determined between organizational managerial motivation, psychosocial motivation, and career planning. In Okur and Baykal's study (2016); In a survey study consisting of 451 students in the second year of Vocational Schools of Health Services at two universities in Istanbul, it was stated that the majority of the students wanted to plan a career in the public sector and the reason for this was job security. Büyükyılmaz et al., (2016); surveyed 247 students studying at the faculty of business administration in Karabük province and determined that there were differences according to departments regarding the perception of career compatibility and career optimism in the context of gender. In Arık and Seyhan's study (2016), a survey was conducted with 180 students in Gümüşhane province, and the effect of technology awareness and future expectations on young people's career planning was determined. Karadaş et al., (2017); A study was conducted on 345 students studying at the School of Health in Balıkesir province, and career compatibility and career optimism were found to be high. Çağlar et al., (2017); A sample of 217 people was selected to determine the career planning of first- and senior-year nursing students at a university in Istanbul, after graduation, and as a result of the survey, it was determined that first-year students consciously choose their profession compared to senior students and plan to experience developments in their nursing careers. Güldü and Ersoy Kart (2017); In a survey of 226 people aimed at determining career planning processes for university students, it was determined that people who showed career

planning behavior differed in terms of their career future perceptions and perceived career obstacles. In the study of Acar and Özdaşlı (2017); A survey was conducted with students of Vocational School of Social Sciences in Burdur province, and in response to the increase in students' future concerns, efforts to reduce these concerns increased. Therefore, anxiety about the future has pushed individuals to make career plans. In this way, individuals feel successful, can obtain suitable jobs, and increase job satisfaction. In Kır and Salkım Er's study (2017); Based on the literature, an evaluation was made regarding career planning to reduce the negativities of career obstacles, and it was shared that employees who are satisfied with career planning can be more productive, innovative, willing and committed individuals in their jobs. In Dilsiz and Akın's study (2017); According to the results of the survey conducted on 120 bank employees in Kırıkkale, it was determined that opinions about career management were more positive than career planning and development practices. Girgin Büyükbayraktar et al., (2018); determined young people's views on career planning by applying qualitative research techniques. Accordingly, the factors affecting career planning are; spouse selection, job and profession selection, accommodation location selection, and leisure time selection. In the study of Ekti and Buluk (2018); A survey was conducted with 420 undergraduate students in Çanakkale and Antalya provinces, and it was determined that employment and career day events created awareness and faculty members were effective in students' career planning. In Pınarlık's study (2018); A survey was conducted with 120 students studying in the textile industry in Uşak province. Social security, career opportunities, wage conditions, and flexibility have been important conditions in students' career choices. In Özen and Can's study (2018); An in-depth interview was conducted with the human resources managers of 11 companies operating in the free zone in Izmir province, and it was determined that women conduct business by their gender roles (motherhood, promotion process, etc.) and are employed in jobs within this scope. In Oksal and Güner's study (2018); In line with the opinions of the people responsible for the guidance service carried out at the primary and secondary school levels in France and Turkey, the differences were tried to be determined by applying qualitative research method with 12 interviewers. While career planning courses are not conducted at both primary and secondary school levels in France, they are conducted in the last year of secondary school in Turkey. In addition, talks on career planning in Turkey, school trips, career determination tests, etc. While it is implemented, no activities are carried out regarding this situation in France. In Gerçek's (2018) study; The relationship between the professional concerns and career adaptability levels of 345 teacher candidates was evaluated. Accordingly, it has been determined that the increase in teacher candidates' concerns about their careers has a negative impact on their ability to find a job in the future and their ability to respond to the problems they will experience in their career advancement. In the study of Sevinç and Sabuncu (2018); A survey was conducted on 237 nurses employed in a private hospital in Istanbul, and it was determined that half of the nurses did not have career planning and development practices. While it was determined that nearly half of them attended career planning courses and seminars for the nursing profession, there is a perception that less than half of these people will contribute to their profession with career planning. In Ulus's study (2018); Based on the literature, goals regarding study/business and career planning during adolescence were determined and suggestions were made. In Akman and Türk's study (2018); A survey was conducted with 61 university students participating in the Erasmus exchange program in Osmaniye. A significant difference was determined between the students' basic education level and career planning in favor of primary education compared to primary and high school levels. In Kızıloğlu's study (2019); According to the survey conducted in Denizli regarding the career planning of 102 faculty members who have just started their careers; It has been determined that personal/human characteristics and professional prestige have a great impact on career planning. Then, situations such as university opportunities, education, economic factors, and current developments also have a great impact. It was determined that the effect of professional difficulty and family/social environment on

career planning was moderate. In Esmer and Pabuçcu's study on the logic of the finder (2019); Strategic career planning is made by analyzing the situation of individuals as well as the situation in the external environment. Strategic career planning from business opinions was obtained from students studying for a master's degree and doctorate in the Department of Business Administration at the Institute of Social Sciences in Bayburt; In addition to determining the mission and vision, a SWOT analysis was conducted; The strategy of becoming a manager in the public/private sector has been determined as the most appropriate career planning stage. Demirel et al., (2019); evaluated the impact of political behavior on career planning in organizations in the context of the literature. Integrating the strategic policies of the organization in line with the goals, demands, and expectations of individuals; It is important to use human resources effectively within the framework of career planning. Kartal et al., in their study (2019); Factors affecting career choice in the context of career planning were determined. Accordingly, it has been determined that gender, age, marital status, education level, employment status, and the educational status of the individual's family and employment status are effective in career planning. Mutlu et al., (2019) that career planning and career indecision of adult individuals are evaluated and qualitative content analysis was conducted with 85 students. Stages of career planning; These are defined as being appointed to a permanent position, completing a master's degree, working in private enterprises, or running your own business. In Vural and Sağlam's study (2019); In the context of the literature review, career planning of employees in the banking sector based on their skills and interests is discussed. In this regard, the necessity of carrying out individual and corporate career planning processes has emerged. In the study of Türkoğlu and Acar (2019); The positive and negative effects of career planning of 502 university students in Isparta on course outcomes were discussed. No significant difference was found between academic achievement and descriptive characteristics and self-opportunity evaluation, goal setting, and plan creation. In Yalçın's study (2019); A mixed research method was conducted on the career planning of 48 female Turkish sailors. Factors affecting their career planning were; It was determined as age, income, job satisfaction, and quality of life on board. In Yıldız and Yanık's study (2019); A survey of 160 people was conducted and the views of healthcare managers on career planning were determined. Accordingly, a significant difference was found between career planning of other demographic determinants except age. It has been determined that there are no career plans that meet appropriate conditions in hospitals. In Otluoğlu and Akdoğanlı's literature-based study (2019); It is thought that women and men face different barriers in their career planning. Then, multiple regression analysis was conducted with the survey of 141 women, and it was determined that career barriers were negative and significant in career planning. Şahin et al., (2019); The study was conducted on 594 students by adapting the Adult Career Concerns Scale on a national scale and it was determined that it was an appropriate measurement tool. In the study of Çakto and Görgüt (2019); The career planning processes of university students in Kütahya were examined using qualitative research techniques and an interview format. It is seen that students who study sports sciences turn to teaching and coaching professions in career planning. In Nalcıoğlu et al.'s study (2019); Career planning determination is made for German language and literature students. According to the results of the survey conducted on 250 students; It has been determined that two-thirds of the students studying in this department are satisfied, and more than half of them want to become teachers and do postgraduate education. In Moraloğlu's study (2019); Within the scope of human resources management, the individual career method was evaluated and an experiment was conducted on 26 people. While there was a significant change in the group that applied career planning, no change was observed in the group that did not apply it. In Uysal's study (2019); Focusing on academics, Assoc. Dr. An interview was held with Alyson Adams on this subject. The importance of balance between research and academic teaching is emphasized. In addition, career planning is very valuable in terms of creating new ideas for teacher education in Turkey and guiding doctoral candidates in career planning. In Güleç et al.'s study (2020); Attitudes towards career



planning among 44 specially talented students studying in science and art centers in Sivas and Kırşehir provinces and 62 normally developing students studying in high schools are examined. According to the findings of the research; The arithmetic averages of career adaptability and optimism scores of gifted students were determined to be high. There is a significant difference in the positive career planning of gifted students according to the gender variable, and there are significant differences in career planning attitudes and career optimism for gifted students compared to high school students. In Karatuzla's study (2020); Examinations have been made in the context of research in the literature on the career planning and development of nurses in Turkey, and it has been stated that there are no qualified practices for career planning and development in institutions, the promotion of training seminars is insufficient, but when the conditions are met, there will be a positive perspective on career planning. In the study of Korkut Owen and Eraslan Çapan (2020); The career needs of students in the fields of science technology, engineering, and mathematics were evaluated, and it was determined that female students and those without working experience had needs in the field of self-knowledge, students in the second and third grades had needs in the field of job and education exploration, and those without internship experience had needs in the field of career planning. In the study of Kaval and Gökoğlan (2020); An attempt was made to reveal the effectiveness of career centers at the university, and a survey was conducted with 600 senior students at Dicle University in Diyarbakır. The majority of students receiving support from career centers belong to economic and administrative sciences, followed by physical education sciences. It is seen that the majority of these students are experiencing an uncertain period regarding their career future. In Avcı and Aysu's study (2020); Career planning and job motivation perceptions of 112 students attending Vocational High Schools in Turkey were evaluated, and a significant impact on students' demand for university and job motivation was determined. It was determined that gender, age, location, and education programs did not have a significant effect on career planning and work motivation. In Güven's study (2020); An evaluation was made on career planning processes and private/public sector perceptions to determine whether students in Tokat province think that future concerns are the basis of the decrease in the rate of choosing the Faculty of Economics and Administrative Sciences. According to the results, it was determined that the public sector was more in demand than the private sector, yet it was difficult to be employed in the public sector and the students were hopeless. In Gökoğlan and Kaval's study (2020); According to the results of the SWOT analysis conducted on the career strategies of university students in Diyarbakır province within the scope of 1200 students; The students' strengths were determined as "being curious", their weaknesses as "not being able to say no", their opportunities as "public and private sectors", and their threats as "high competition". In Demir and Yıldırım's study (2020); the research was conducted on a sample of 512 students from the first and fourth grades in the province of Sivas, based on Schein's career values cluster; It has been observed that there is uncertainty regarding the motivations and needs for choosing accounting and banking-finance professions, and professional abilities and value judgments are also accepted as correct. In Çetinsöz et al.'s (2020) study; Data was collected from 250 Generation Y employees in the hotel kitchen, and two basic sub-dimensions emerged: career planning - career perception, and career change. While there was a significant difference between employees' career perceptions according to their marital status, no difference was found between career changes. In Duygulu et al.'s study (2020); During the Covid-19 pandemic, the roles and responsibilities of nurse managers - career planning - were evaluated based on the literature. In the study of Aşçıoğlu Önal and Yeşilyaprak (2020); A mixed design study was conducted with 11 students, career counseling was evaluated based on the positive psychology approach, and an attempt was made to contribute to the determination of career development and goals with a positive and optimistic view of the career planning process. In Öztürk et al.'s study (2020); qualitative study, which included 21 classroom teachers and 47 eighth-grade students in Izmir, it is important for teachers and students to get to know professions and get information about higher education institutions, as it contributes to the

solution of personal-social problems. In Torun et al.'s study (2020); A career evaluation was conducted on 888 midwifery and nursing students, and it was determined that 34% of the students' ideal profession was nursing, and 53.4% chose the profession of their own free will. Career compatibility and optimism of midwifery and nursing students were found to be high. In Öcal and Bayansalduz's study (2020); A focus group interview was conducted separately with 32 participants in the field of recreation, and career planning strategies were evaluated before entering university and after receiving education. Accordingly, the majority of the participants stated that they acquired information about recreation while preparing for special talent exams and that they did not take part in their career planning before entering the university.

### **3.3. Overview of Career Planning Between 2021-2023**

In the first study of the third term, Tatlı et al., (2021); evaluated the relationship between the country's economic reputation and career anxiety of 129 senior students from the Department of Economics and Administrative Sciences, and revealed that although the students perceived the country's economic reputation as bad, they experienced low career anxiety and thus had a low level of career planning. In Muslu and Temur's study (2021); An adaptation of the career commitment scale in the maritime profession was made. In Bingöl and Çakır's study (2021); A correlation was made between the future expectations of e-sports athletes and their career planning attitudes through a survey study. Accordingly, there is a positive and significant relationship between future expectations and career planning. In Çark's study (2021); In the context of the literature review, it is shared that the intense feeling of globalization and the developments in widening the socio-cultural distance between generations affect career choices/plans. Making an optimal career choice based on spiritual attitudes toward career choices has been considered as complementary factors. In Gülmez and Okur's study (2021), the global and national development of career centers at universities was evaluated in the context of the literature; The important role of career centers in meeting the career demands of students in developed countries was mentioned and it was shared that their importance has increased in Turkey as well. In Özyürek et al.'s study (2021); Emphasis was placed on the development of concrete practices for career planning in the guidance and counseling services in schools, and significant differences were found between the experimental and control groups according to professional maturity scores. In Kartal and Alp's survey study of 498 people (2021); A correlation was made between the demographic characteristics of individuals and the factors affecting their career choices and it was determined that there was a relationship. In Mücevher's study (2021); A SWOT analysis was conducted with 251 people to carry out self-awareness in individual career planning within the scope of Generation Z. Accordingly, the students' greatest strengths are; human relationship skills, weaknesses; difficulty in managing emotions, opportunities; family support, threats; determined as a competitive situation. In Kılıç et al.'s study (2021); the Opinions of 92 open and distance education students regarding employment were evaluated, and according to the results of the qualitative research; peer opinions, employment prospects, reputation, career planning, experience, etc. themes emerged. In Holy and Nazlı's study (2021); A measurement tool was developed to determine the life skills of high school students (career planning is one of the sub-dimensions). Çınar et al.'s study (2021); It was aimed to evaluate the individual career planning tendencies of 83 senior university students in the nursing department, and it was thought that career counseling could be an opportunity for educational institutions, as the students' career optimism-adaptation and knowledge sub-dimensions were high. In Bakay and Nalbantoğlu's qualitative study (2021); the Internet usage habits of 8 senior undergraduate students were evaluated in their career planning. In the study of Dikmen and Şahin Özdemir (2021); A survey of undergraduate students in Ağrı province evaluated their personality and demographic characteristics in their career planning, and a positive and significant relationship was determined between the personality characteristics of the

students and their career planning. In Alan and Boz's study (2022); A survey was conducted for 407 young people to evaluate their digital entrepreneurship intentions during the Covid-19 pandemic. It was determined that young people's digital entrepreneurship intentions and career planning were not related before the pandemic, but there was a weak relationship after the pandemic. In Çelik et al.'s study (2022); An attempt was made to reveal the priority of the factors in the employee performance scale based on survey data, and it was seen that employee performance and high success were associated. In Yılmaz and Caz's study (2022); A survey was conducted with 337 students from the faculty of sports sciences, and it was determined that the students' concerns about career planning and finding a job were at a high level. It has been observed that satisfaction with the undergraduate program affirms the perception of career planning. In Çelenk's study (2022); A general literature evaluation was made about current career approaches. In Özkanan et al.'s study (2022); Qualitative interview analysis was conducted on career centers including 8 universities in the Mediterranean region, and it was shared that the importance of career centers is increasing day by day, but the current personnel structure and technical features may prevent meeting expectations in the short term. In the study of Şen and Çoban (2022); Within the scope of 46 published studies on students receiving vocational and technical education; It has been observed that quantitative research techniques are used more intensively, graduate studies are mainly carried out and a significant part of the research is conducted in Istanbul. In Ünlü and Çiçek's study (2022); The effect of type A and B personality traits on the career planning of 687 high school students in Generation Z was investigated, and it was determined that type A personality traits had a significant relationship with career planning, career adaptability and career optimism. In Öztürk's study (2022); The career planning processes of national athletes in amateur sports branches, depending on the human capital they have acquired, were evaluated by qualitative document analysis, and it was revealed that the athletes should make career planning in line with the education they acquired after completing their branch sports life. In Pelit and Çetin's study (2022); In the theoretical/literature context, an evaluation has been made on career planning in human resources management in the tourism sector, and it has been determined that an appropriate career method should be developed, especially for qualified personnel to retain their presence in the company. In Güler et al.'s study (2022); Career practices for teaching and management professions in the Turkish education system were evaluated through a qualitative case study on 8 administrators and 8 teachers; It has been determined that the harmonization efforts of the Ministry of National Education are insufficient, promotion criteria are unclear, and practices for career planning and development are insufficient and unmotivating. In the study of Kalafat and Gülhan (2022); In a survey conducted with 176 employees for patient services, their knowledge levels in career planning were evaluated, and it was determined that higher career planning scores occurred as the education level increased or as the graduates mostly graduated from the nursing department. In Dalkılıç et al.'s study (2022); A survey was conducted with 360 university students in Yozgat province and research was conducted on the decision-making effectiveness of students taking career planning courses in parallel with career centers. Accordingly, after the career planning course was given, an increase was observed in the students' career decision-making competencies. In Şeker's study (2022); The role of hope-family support in the importance given to career planning by 639 secondary school students during the transition to high school in Niğde was investigated and it was determined that this relationship was positive. In the study of Bağdat et al. (2022); The career planning behavior of those studying at tourism faculties is evaluated comparatively with two different universities. According to the results, tourism students' perspectives on career planning vary according to cities, considering the proximity to tourism destinations. In Çelik et al.'s study (2022); the survey of 141 students aims to determine the awareness of the career planning training put into effect by the Presidential Human Resources Office. It has been determined that dentistry students are most interested in career planning courses and that career planning training has a significant impact on having a career planning perspective. In Öcal's study (2023); In the

sample of recreation graduates, mission and vision statements at the university, faculty, and department level were tried to be determined by qualitative document analysis from 44 public universities. According to the results; The targeted graduate qualifications do not meet expectations, and it is determined that the qualifications to be gained during internships and work experience are ignored. In Demir et al.'s study (2023); The course contents were examined based on critical discourse analysis, one of the qualitative research techniques, and it was discussed how the flexible working style was glorified for career planning courses with the intensification of the neoliberal economy. It was stated that the flexibility discourse was brought to an important position within the scope of the course, but the conditions of unemployment, insecurity, and exploitation were not mentioned. In Çelik et al.'s study (2023); A bibliometric analysis was conducted by including the Scopus database regarding the career development of students with special abilities, and the career planning of students with special talents; The effects of parents, guidance counselors, teaching techniques and demographic characteristics are seen. In the study of Avcı and Şeyhanlıoğlu (2023); The relationship between personality traits and career planning was evaluated on 459 hotel employees in the tourism sector, a positive and significant relationship was determined between extroverted personality and career planning, and a negative and significant relationship was found between neurotic personality and career planning. In Yerlikaya et al.'s study (2023); qualitative research was conducted with intern veterinarians and their career planning and academic career approach were evaluated. It was determined that the majority of the study sample wanted to work with a veterinarian as the first stage of their career planning, and a small number of them wanted to pursue an academic career. In Özmen et al.'s study (2023); It has been evaluated that university students are the key strategic element in achieving a country's future goals, and accordingly, it has been shared that students' career planning is valuable. The processes and outcomes within the scope of the career planning course at the university in Isparta were evaluated, and it was stated that introducing a career planning course for the university senior management should not be sufficient and that a holistic career framework was mandatory for students/graduates. In Aşık Özdemir et al.'s study (2023); During the Covid-19 pandemic, the opinions of 96 intern nurses regarding their career planning were evaluated with a survey form, and it was determined that the pandemic period negatively affected the career planning of the students. In the study of Eren Bana and Özek (2023); A survey was conducted with a sample of 670 students, and university students were compared in terms of career planning evaluation. It has been determined that there are differences in students' career planning in terms of gender, department selection, university experience, education level, and education in the field of health services. In Atasever's study (2023); By applying an experimental study, the career planning effects of career planning psychoeducation programs on university students are evaluated. Accordingly, the career future levels of the participants increase and psychoeducation programs positively affect their career development. In the study of Karalıoğlu and Semerci (2023); Courses on career planning in the last year of secondary school were evaluated according to teachers' opinions through a survey study, and it was revealed that teachers had positive thoughts about the course, there were active participation of students, but there were difficulties in obtaining course materials. Within the scope of Kavak and Kaygın's (2023) survey of 402 academicians at Kafkas University in Kars; It has been determined that the dark personality traits of academics are effective in their career planning, and that perceived organizational belonging and politics have a mediating effect. According to Yurtsızoğlu and Gül's (2023) study conducted on 195 students in Sivas; It was determined that the students' averages were high regarding career planning awareness in the sports industry, and differences were determined according to class and department. In Koç and Tunç's study (2023); Qualitative interviews were conducted with ten people in Mersin province, and it is seen that there is a tendency towards career planning in line with neoclassical liberal economic policies for the personal development of individuals in human capital. In the study of Akpınar and Kuloğlu (2023); The competency in career decisions of 388 high school

students was analyzed according to demographic characteristics, and it was determined that the students were confident in their business and career processes, but this situation varied according to their classroom and parental education. In Keskin and Yıldız's study (2023); In the survey conducted with 401 participants from the civil aviation sector, the relationship between career planning and satisfaction is evaluated. It has been determined that individual career planning has a positive effect on career satisfaction. In Yılmaz et al.'s study (2023); A survey was conducted with 570 students in the nursing department and their needs regarding career planning were shared. Many students are planning a career in their field, but request more information about career opportunities in nursing. In Oruç and Sunmam's study (2023); To determine the connection between life goals and career planning, a survey was conducted with 437 Economics and Administrative Sciences students, and a significant and positive relationship emerged between determining life goals and career planning. In Küçük and Çalhan's study (2023); Innovative work behavior connections in career management practices were investigated through a survey of 400 people in the hotel industry. Accordingly, a positive effect of innovative work behavior was found in career management. In Aksoy and Taşkın's study (2023); An evaluation was made with a survey of 325 people regarding career planning in the teaching profession law. While the profession law has a positive effect on career planning for postgraduate teachers, it has a negative effect on undergraduate teachers. In Tortumlu and Uzun's study (2023); An experimental study was conducted with 40 university students to determine whether online intervention programs for career planning were appropriate, and a positive difference emerged in the career planning scores of those who participated in the online intervention program compared to the other group. In Özcan's study (2023), the decisiveness of education in the effect of 5-factor personality traits on career planning was discussed with 250 healthcare professionals, and it was found to have a partial mediating effect. In Adam's study (2023); An experimental study was conducted on the psycho-educational program, including career planning, towards parental attitudes of gifted students. In Yurtseven Yılmaz's study (2023); Career planning course data were qualitative interview analysis conducted with a total of 60 students in the Turkish language teaching department, and two-thirds of the students (with a higher tendency for women) were focused on the department where they studied career planning. In Acarbaş and Gözler's study on literature review (2023); Career planning stages in the field of education were evaluated based on the need for individuals to ensure their development and adapt to flexibility in today's world where globalization is intensely felt. In Kahraman's study (2023); The effect of career stress on the career planning of undergraduate students in health education was analyzed with a survey of 823 students, 60% of the students wanted to receive training on career planning, and ultimately it was determined that there was a significant relationship between career future and career stress. The study of Erdoğan et al. (2023); investigates the career stress of university students in health sciences, and significant differences have emerged depending on the socio-economic status, career choice, and consultancy services from career centers in which career stress is experienced. In the study of Bulut and Batur Dinler (2023); The impact of artificial intelligence and Industry 4.0 in human resources management has been evaluated in the context of the literature. In Keskin and Kızıllı's study (2023); the Qualitative interview technique was applied to 20 students, and the problems that may be experienced in career planning in gastronomy and culinary arts were investigated. Accordingly, many problems have emerged, such as insufficient professional practices rather than theoretical knowledge in the curriculum, inadequate kitchen tools and equipment, limited resource transfer, and insufficient cooperation with businesses. In Tatlıoğlu's study (2023); The situation where career psychological counseling services come into play with the intense use of digital technologies in working life is discussed in the context of literature review. In Gön and Güven's survey study of 480 people (2023); The effect of career management on job performance has been investigated, and it has been determined that career planning does not have a positive effect on worker performance, but career management has a positive effect on worker performance. In Altan's

study (2023); In his theoretical-literature-based study on the adaptation of current theories on career planning to university students, different evaluation criteria for students' careers showed ontological diversity. In Şakalar and Gürel's study (2023); The study was conducted by adopting the qualitative interview technique with 12 vocal music students, and the expectations, experiences, and problems encountered that affected their career development were discovered. It has been found that teaching strategies and guidance activities are important in career planning. In the study of Akar Elekoğlu et al. (2023); According to the analysis of survey data collected from 301 teachers; It was determined that teachers' perceptions towards career planning and development did not differ according to gender, experience, age, field, education level and graduation information, but different results emerged depending on various combinations. In the survey study conducted by Parker and Öksüz (2024) with 261 speech and language therapy and audiology education students; It was revealed that increasing students' career awareness is important for their career development, and that career planning and similar training should be given to students for awareness. In the study of Işık et al. (2024), which is the latest study in the national literature; A survey was conducted with 294 students from Bitlis and it was revealed that the university culture had a significant impact on entrepreneurship and career planning.

## CONCLUSION

In the research, the data were evaluated by content analysis. In the research, studies on career planning were evaluated in three main divisions. For this case, attention was paid to determining the intersection points of research trends with their rapid increases. Firstly, in the study group between 1999-2014; Both theoretical and empirical studies were focused on people in the field of tourism, the public sector, the service sector, and education. Although we see that empirical studies are more dominant in the first breakdown, it has been determined that theoretical studies are produced more than other breakdowns. We can point to this as the need to gain theoretical saturation since the subject is still new in the academic literature. It has been observed that almost all empirical studies consist of quantitative survey techniques. Therefore, it seems that there is a high interest in quantitative research in empirical studies on career planning. At the second breaking point, research on career planning for university students has intensified, but there are still areas such as the health sector, tourism sector, service sector, etc. It has been determined that it continues to be carried out for employees in various sectors. In addition to surveys and theoretical studies on career planning, a qualitative research technique was adopted for the first time in Şahin and Keser's (2016) study. Therefore, for the first time, a full range of analysis techniques for career planning has emerged. It was determined that qualitative studies increased rapidly after 2018, but were still overshadowed by the survey technique. At the last breaking point, diversity regarding sectors and analysis techniques continued to increase. Especially in the last 3-year period, it is seen that many more qualitative studies have been included compared to other breaking points. Ultimately, since career planning will help in making inferences about the discoveries of research, adopting qualitative research techniques along with quantitative research techniques is valuable in terms of broadening the scope and content of the subject. The COVID-19 process, which appeared as a single study in the last year of the second breaking point, increased its importance at the third breaking point. At the last breaking point, the number of studies, location studied, and diversity in research techniques were at the highest level.

Ultimately, it has been determined that research on career planning has been conducted in many different regions of Turkey, in a wide variety of fields, and with different techniques. It is seen that the research rate increased steadily, albeit low, at the first two breaking points, but it increased rapidly from the third breaking point until today. Although studies have been conducted on employees of many sectors, it has been determined that the most research is on university students. The reason for this is

that young people's career planning can be effective in increasing the potential added value (Al-Amin and Mazrul Islam, 2024). The continuing interest in the subject demonstrates the importance of holistic historical literature research on career planning in future studies.

Limitation of the research and directions for the future; Even though DergiPark, the most popular database in the country, has a very important say in the national literature and produces high-quality publications in its field, it can use WoS, Scopus, Google Scholar, etc. to increase the diversity of data in future studies can be included. In addition, the research provided a general scope for all studies on career planning in Turkey. This breadth of scope can be applied in different contexts in different countries, thus ensuring the saturation of local findings in the formation of a global whole.

### **Ethical Statement**

"Historical Overview of Career Planning Concept in Turkey in National Academic Literature: 1999-2023", the rules of Research and Publication Ethics were followed during the writing and publishing processes of the study and the data obtained for the study were not tampered with. Ethics committee permission is not required for the study.

### **Contribution Rate Declaration**

All work contribution belongs to the author as he/she is the only author in the study.

### **Conflict Statement**

This study did not lead to any individual or institutional/organizational conflict of interest.

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**Extended Abstract**

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**Historical Overview of Career Planning Concept in Turkey in National Academic Literature: 1999-2023**

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Although career planning has gained importance in the international context in the medium term, it is a concept that started to be discussed concretely in Turkey especially after the 1980s. In parallel with this, it has been observed that interest in scientific research in the national literature on the concept of career planning started in the 2000s, albeit late. Although academic interest has increased until the 2020s, it has increased quite rapidly especially in the last three years. In response to this interest, the need for a holistic and historical study on the concept of career planning has emerged. The aim of the research, which will play a guiding role in future studies on career planning, is to reveal a general framework for the concept of career planning in the national context. The fact that a systematic literature review analysis on career planning has not yet been conducted in the national literature reflects the importance of gaining a historical and holistic perspective on the subject. The motivation for the research is to fill this gap and contribute to the foundation of empirical studies.

In the research, a holistic literature review was conducted by adopting a hermonitic approach. In the research, data on career planning were obtained from DergiPark Academic, one of the most important databases in Turkey in terms of reflecting the national literature. All studies related to the subject were included in the scope without any filtering. Thus, a general framework of the national whole was tried to be drawn. All studies until March 2024 consisted of 155 studies in total. All studies were transferred to the MaxQDA application as documents for content analysis. Content analysis was then conducted directly for the documents.

According to the results of the study, after the first studies that started in 1999, three breakdowns have emerged according to the research trends on career planning until today. In the first breakpoint, career planning studies have formed the basis for theoretical saturation through intensive literature review. At the first breakpoint, it was observed that with the interest in career planning, especially the research intensity gained importance after the 2010s, as in the international context. There was a rapid change in the number of studies between the end of the first breakpoint and the beginning of the second breakpoint. At the second breakpoint, there was an increase in empirical studies and at the third breakpoint, mostly empirical studies were analyzed. At the second breakpoint, the focus was on university students, and for the first time, career development practices shared by the Presidential Human Resources Office were also included in the studies. However, in future studies, the functionality of these practices should be included according to the processes. In the third breakdown, it was determined that the number of career planning studies increased considerably between 2022-2023. In general, career planning research in Turkey has been supported by theoretical and empirical studies in almost all sectors (education, health, service, tourism, etc.) as well as focusing on university students. However, the main rationale for focusing on university students in the research is that they are the last stage in entering the labor market and that successful career development can be achieved through career planning. Then, it was seen that career planning is important in terms of motivating employees in the health and tourism sectors. In addition, after the second breakpoint, new studies on the Covid-19 pandemic were included in the scope. At the third breakpoint, the diversity in terms of the number of studies, research locations, research methods and research areas reached the highest level. Ultimately, the research revealed findings that reflect the national whole in terms of acting as a guide/guide in future studies on career planning.

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