

Understanding Career Orientations: A Case Study of Not – For – Profit Sector Managers

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Context and aims

This study aims to develop our knowledge and understanding of managerial careers in the NFP voluntary sector by examining the career orientations and career path preferences of managers' working in the sector.

The theoretical framework guiding this study is that demographic factors such as, gender, age, ethnicity, educational qualifications and societal/organisational factors such as, government policies, organisational size and structures, will have an influence on the career orientations and career path preferences exhibited by NFP voluntary sector managers.

Methods

One to one semi-structured interviews are being carried out with 42 managers and 9 HR managers' working in 9 NFP voluntary sector organisations.

The treatment of the data will closely follow a process of interpretative phenomenological analysis. Each transcript will be looked at separately, in order to become intimately familiar with each transcript; before seeking to develop as across -case analysis. This strategy will be adopted in order to correctly link the evidence to the research questions:

To what extent do societal and organizational contextual factors influence the career orientations of NFP voluntary sector managers?.

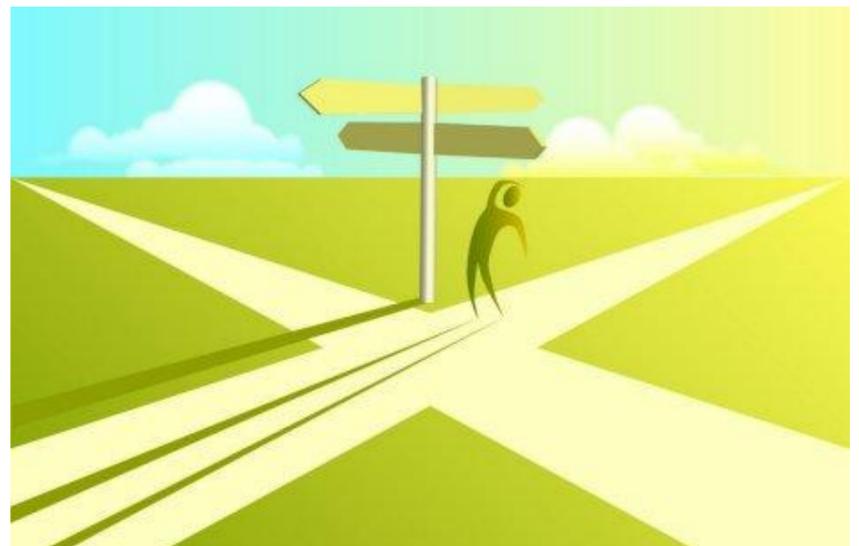
What is the relationship between the career orientations of NFP voluntary sector managers and demographic factors such as age, gender, ethnicity, professional and educational qualifications?.

What is the relationship between the career orientations of the NFP voluntary sector managers and their preferred career path?

Analysis and Discussion

The data analysis will employ a qualitative software programme (QUALRUS) that uses an array of intelligent tools to generalise, refines concepts, identify frequency of patterns in the data and emerging themes generalizing and refining concepts.

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Implications and Impact

The findings of this study are expected to provide valuable insights into the career orientations of NFP voluntary sector managers.

It will enable NFP voluntary sector organisations to understand the career orientations of managers. In turn they will strive to offer managers' career opportunities which are congruent with their career orientations.

This study will also develop a theoretical career model derived from an in-depth analysis of career orientations of the NFP sector manager.

It will also produce a set of guidelines that will reflect good practice approach to the career management of managers in the NFP sector.