Chapter 3
The Great Resignation and Career Development:
Empowering Employees in the Post-Pandemic Workforce

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ABSTRACT

The ongoing Great Resignation, which is characterised by a significant spike in voluntary employee departures, has revealed new challenges for organisations in retaining and developing talent. Even more of an influence has been made by the Covid-19 pandemic, which prompted people to reconsider their career paths and search for more fulfilling employment alternatives. The Great Resignation following Covid-19 was mostly caused by the shift to remote employment, according to Shukla. In this chapter, which underlines the importance of employee empowerment in the post-pandemic workforce and employee advancement, the Great Resignation and career growth are interwoven. The concept of employee empowerment through career development practices and programs is explored in this chapter. Organizations may mitigate the effects of the Great Resignation by supporting employees' professional progress and increasing workplace satisfaction, engagement, and loyalty.

INTRODUCTION

Organisational consequences of the phenomena known as "The Great Resignation" are substantial. It entails a spike in employees quitting their positions willingly, which has an effect on labour markets, talent retention, and recruitment. To attract and keep talent, organisations must adapt by providing competitive perks, flexible work schedules, and strong career development (Amburgey,2022). Work-life balance, employee well-being, and purpose-driven work are now in the spotlight. Organisations must develop inclusive, encouraging cultures that give workers opportunity for learning and development. A

deliberate approach that prioritises talent management and engagement in the post-pandemic workforce is necessary for successfully navigating the Great Resignation. The Great Resignation has become a unique phenomenon as the dust settles and organisations work to rebuild and adapt. Across all industries and demographic groups, workers are reevaluating their career trajectories in search of greater fulfilment, work-life balance, and professional purpose. The surge of workers who willingly quit their jobs and pursued new career paths or unconventional work arrangements is referred to as The Great Resignation (Cook,2021). It illustrates how the epidemic has exacerbated the shifting priorities, values, and aspirations in society. People have been forced to examine their life, reevaluate their aspirations, and prioritise their well-being and personal progress as a result of the disruption brought on by COVID-19 (Cao, 2020). The idea of career growth has gained prominence amid the Great Resignation. Organisations must understand how important it is to give their staff members opportunities for development, learning, and progress. Career development has emerged as a key factor in employee engagement, satisfaction, and retention in the post-pandemic workforce. The range of activities and projects that assist an employee's growth, advancement, and acquisition of new skills and competences is referred to as career development. It entails sharing people the knowledge and sources they need to manage their career pathways, adjust to changing employment markets, and take advantage of chances for both their personal and professional development. A comprehensive strategy is needed to empower workers in the post-pandemic workforce (Tayag, 2021). Organisations need to promote a culture that emphasises adaptability, resilience, and ongoing learning. Leading these initiatives, establishing the vision, and fostering an atmosphere where staff members feel encouraged to pursue their professional goals all fall under the purview of leaders.

Organisations can attract fresh talent looking for chances for growth and advancement as well as retain their top staff by investing in career development initiatives (Berman,2014). In the period following of the Great Resignation, organisations that overlook career development run the risk of losing skilled individuals to competitors who prioritise employee empowerment and create avenues for professional progression (Michael, 2021). Additionally, the post-pandemic workforce needs a change in practises and beliefs towards career development. Non-linear, dynamic career trajectories are replacing traditional linear career routes. Flexibility, independence, and a sense of purpose in the workplace are things that employees want. Organisations need to adjust to these shifting expectations and give staff members the chance to explore a variety of professions, pick up new skills, and pursue meaningful employment.

The post-pandemic workforce necessitates new methods of career development. In a setting that is changing quickly, traditional concepts of professional growth might not be enough anymore. The unexpected occurrences of the COVID-19 epidemic have caused a dramatic transformation in the workplace during the past few years (Cao, 2020). Employers must accept alternate career paths like project-based work, cross-functional encounters, and career advancement based on talents. Organisations can meet the varied requirements and expectations of their staff by adopting these new strategies. It is critical to understand that professional development extends beyond educational options and job prospects for advancement. It includes a wholistic strategy that considers workers' health, work-life balance, and personal development. To enable people to flourish in their professions, organisations must prioritise flexible work schedules, mental health support, and employee wellness initiatives (Bedeian,1991). The traditional ideas of employment and career have been challenged by The Great Resignation. The employee-employer relationship has had to be reevaluated as a result, and career development has been highlighted as a key factor in employee empowerment and retention (Allman,2021). Organisations need to adjust to the shifting characteristics of the post-pandemic workforce and give priority to activities that help employees advance their careers and find meaning in their job. Organisations should position

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