Assessing the Impact of Maximizing Tendency on Career Outcomes of Indian IT Professionals

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Abstract
The changing dynamics of career landscape, with a plethora of opportunities, easy availability of diverse resources and multiple information, have opened gateways for today’s professionals to envision attractive vocational choices. In response to this, some people exhaustively engage in career decision-making processes, reflecting an inclination towards accomplishing the best that is manifested through their tendency to maximize. Though literature has explored such tendency within individuals’ career domain, but its in-depth impression in professional world of work is yet understudied. We examined dimensionality of maximizing approach in career decision-making of IT professionals in India and comprehended how it influenced their career outcomes viz. career satisfaction and turnover. It was found that there was a duality in their maximization inclination, reflected as dimensions of ‘striving for career excellence’ and ‘state of internal career ambiguities’. ‘Striving for career excellence’ increased their levels of satisfaction in career, while ‘state of internal career ambiguities’ intensified intentions of turnover. Turnover intentions among maximizing IT professionals was found relatively higher than career satisfaction, indicating maximization psychological composition is relatively more aligned to unfavorable reservations rather than deploying positive attributes. The implications and limitation of findings have been discussed.

Key Words: Career decision-making, career satisfaction, maximizing tendency, turnover intention