

Firstly, the modern work environment is characterized by rapid technological advancements, globalization, and economic uncertainty. Career development is a lifelong process that includes various stages, such as exploration, establishment, midcareer, and retirement. Career planning helps individuals navigate these changes by identifying their strengths, interests, and values, and aligning them with the evolving demands of the job market. It allows them to set meaningful goals, make intentional career choices, and take steps towards their desired outcomes. By engaging in career planning, employees can identify areas for growth, pursue training and development opportunities, and enhance their employability. It encourages individuals to assess their values, interests, and strengths, and align their career choices with their personal aspirations. It involves setting goals, acquiring new skills and knowledge, making career-related decisions, and continuously adapting to changes in the work environment. Furthermore, career planning encourages continuous learning and skill development.