

CAREER SUCCESS: LESSONS FROM THE SCRIPTURES

Ikonne, Light Chizara (Ph.D In View), Babcock University, Ilishan-Remo, Ogun State

Email: thrillaman2003@yahoo.com.

And

**Dr. Sobowale Tiwalade Oluyemisi, B.Sc, M.B.Ch.B, MPH (Babcock University),
Internal Medicine Department, Olabisi Onabanjo University Teaching Hospital, Ogun
State, Nigeria, email: tiwaladesobowale@yahoo.com. Phone: +2347036040046**

ABSTRACT

Career success in today's world denotes different meanings to different people. A vast majority of people attach much value to ephemeral measures of success such as fame and wealth. Many professionals toil to climb rung of the ladder of success, amass wealth and build empires. At death, their memories soon wither in the heart of men. A few have monuments built in their remembrance. Little wonder Solomon said 'vanity upon vanity, all is vanity'. The scriptures are clear about God's design for professional success. Much importance is attached to hard-work, mentorship, character-building, sacrifice, the word and prayer. The likes of Elijah and Elisha, Eli and Samuel, Esther and Modiciah and in the New Testament, Jesus with the multitudes being taught the beatitude lesson on the mount, who were miracle seekers and were fed with bread, to the outer twelve disciples chosen from different works of life and the inner three of the beloved. He understood the role of mentorship and character-building, for only men of like passion can pass the baton to the next generation. He taught to fish and be fishers of men. He impacted them with the word that men knew that they had been with Jesus.

Keyword: career success

Introduction

So many answers have been proffered to grapple with this age-long topic “career success”. Many theories have equally been propounded in various attempts to provide correct and acceptable answers to the issue of career success.

Career success in today’s world denotes different meanings to different people. A vast majority of people attach much value to ephemeral measures of success such as fame and wealth. Many professionals toil to climb rung of the ladder of success, amass wealth and build empires. At death, their memories soon wither in the heart of men.

Career success is a way for individuals to fulfill their needs for achievement and power in career path. It has always been beneficial to both individuals and Organizations. At the individual level, it refers to the acquisition of materialistic advancement, power, and satisfaction. Here, the knowledge of a type of career helps an individual to develop appropriate strategies for success . While at the organizational level, knowledge of the relationship between individual difference and career success helps human resource managers design effective career systems (Shahibudin Ishak 2015).

Traditionally, there are two ways of measuring career success: objective success which are externally measurable things such as salary level, number of promotions, etc. while subjective success are seen as internal, psychological factors, such as level of career satisfaction, happiness, etc.

These two types of success can be related, i.e. the more objective success you achieve, the more subjective success you experience. However, they can also be unrelated. So, other individuals

might perceive you as being successful, but you don't feel it, or you might be really happy in your work even though other individuals might think you haven't had much of a career.

Career success can be defined as the real or perceived achievements individuals have accumulated as a result of their work experiences (Judge, Cable, Boudreau, & Bretz, 1995). According to Hughes, E.C.(1937) as cited in Dai, L.T. and Song, F.H. (2016), Hughes divided career successes into objective career success and subjective career success, and especially stressed the importance of subjective career success.

Career success is 'the positive psychological or work-related outcomes or achievements one accumulates as a result of work experiences' (Seibert, Crant, & Kraimer, 1999, p. 417). It is both objective success such as pay or hierarchical position and it also comprises the beholder's subjective success, which is an individual's evaluation of his/her career (Abele & Wiese, 2008; Arnold & Cohen, 2008; Dette et al., 2004; Dries, Pepermans, & Carlier, 2008; Heslin, 2003, 2005; Judge, Cable, Boudreau, & Bretz, 1995; Ng et al., 2005; Nicholson & De Waal-Andrews, 2005).

Judge, Higgins, Thoresen, & Barrick (1999), in their explanation of objective career success defined objective career success in terms of occupational prestige and financial attainment, both of which can be assessed quantitatively.

The career success is organized in three models called the human capital, the structural, and the social capital views. All three models are well supported from an empirical perspective, but most researchers tend to focus on the first which is the human capital view (Becker, 1975). According to the human capital view, organizations distribute rewards to their members according to their contributions. This approach focuses on the individual as the one who develops his/her own

human capital and therefore maximizes his/her education and skill investments for achieving success in careers.

The human capital theory provides a theoretical basis for understanding the individual approach to career success. Human capital theory (Becker, 1975) suggests that individuals who invest the most in human capital attributes such as education, training, and experience are expected to show higher level of work performance and subsequently obtain higher organizational rewards.

The theory gives further explanation that everyone differs in the amount and quality of human asset or capital in terms of education, experience, skill, and personal characteristics that they bring to the job. The amount and effectiveness of the human capital one has and expends on the job is the main determinant of career success (Shahibudin Ishak 2015).

Evidence by most researchers suggests that the relationship which exists between educational achievement and career success is relatively moderate or small. Most researchers hold the notion that education is the most important part of human capital (McArdle, Waters, Briscoe, & Hall, 2007).

However, Success is a word spoken by God to Joshua in the book of Joshua 1.8 and it was ordained by God to his people from creation when he said “Be fruitful and multiply”. So, we must always dream of success and work towards the actualization of it whether we are Professors, Administrators, Managers of organizations , Teachers, Medical Doctors, Pastors, Nurses, Lawyers, Diplomats, Politicians, Leaders of different religious groups, Military men/women, Traditional rulers, Civil servants, Business men and women, youth leaders, Students Etc.

God's words are true, He promises great success to all those who focus on the teachings of His Words from the Bible (Joshua 1:8). God takes pleasure in the success of His children; He gives success and also gives the grace to enjoy it. God's blessing makes rich and adds no sorrow. Success is a very good thing if it is from God.

Through the holy Bible, there are clear indications that God wants us to succeed in every area of our lives. By growing, encouraging one another in love and using our faith & trust in the Lord, we can be strengthened to fulfill God's will for our lives.

Many of us are aware of the dramatic success that God granted to Joseph, much can be learnt from such a Bible story. He didn't know exactly what God had for him until the day it happened. He had walked with God and had developed Godly character which was evidently shown through in his work. That made him ready for the success God eventually granted him.

Aside Joseph, Daniel was another character in the Bible who stood out for God and honored God and won souls for God's kingdom.

True career success can come when we follow the words of God in (Prov. 3:5-6) "Trust in the Lord with all your heart, and do not lean on your own understanding. In all your ways acknowledge Him, and He will make your paths straight".

Conclusion

Almost every one of us has creative ideas to actualize our plans. Yet those great ideas are nothing if not realized. And these can be actualized through the guidance of the Holy Spirit and when one's heart desires are met, all the glory should be given to God (1 Corinthians 10:31), Whatever you do, do it all for the glory of God. Success begins with God, and then with you.

Reference

- Abele, A. E., & Wiese, B. (2008). The nomological network of self-management strategies and career success. *Journal of Occupational and Organizational Psychology* 73, 490–497.
- Arnold, J., & Cohen, L. (2008). The psychology of careers in industrial and organizational settings: A critical but appreciative analysis (Vol. 23). New York: Wiley.

- Becker, G. S. (1975). *Human capital*. Chicago, IL: University of Chicago Press.
- Brown, P., & Hesketh, A. (2004). *The mismanagement of talent: Employability and jobs in the knowledge economy*. Oxford, England: Oxford University Press.
- Dai, L.T. and Song, F.H. (2016) Subjective Career Success: A Literature Review and Prospect. *Journal of Human Resource and Sustainability Studies*, 4, 238-242.
- Detle, E. D., Abele, A. E., & Renner, O. (2004). Zur Definition und Messung von Berufserfolg – Theoretische Überlegungen und metaanalytische Befunde zum Zusammenhang von externen und internen Laufbahnerfolgsmaßen, 3, 170–183.
- Dries, N., Pepermans, R., & Carlier, O. (2008). Career success: Constructing a multidimensional model. *Journal of Vocational Behavior*, 73, 254–267.
- Heslin, P. A. (2003). Self- and other-referent criteria of success. *Journal of Career Assessment*, 11, 262–286.
- Hughes, E.C.(1937) Institutional Office and the Person. *American Journal of Sociology*, 43, 404-413.
- Judge, T. A., Cable, D. M., Boudreau, J. W., & Bretz, R. D. (1995). An empirical investigation of the predictors of executive career success. *Personnel Psychology*, 48, 485–519.
- Judge, T. A., Higgins, C. A., Thoresen, C. J., & Barrick, M. R. (1999). The big five personality traits, general mental ability, and career success across the life span. *Personnel Psychology*, 52, 621–652.
- McArdle, S., Waters, L., Briscoe, J. P., & Hall, D. T. (2007). Employability during unemployment: Adaptability, career identity, and human and social capital. *Journal of Vocational Behavior*, 71, 247–264.

- Ng, T. W. H., Eby, L. T., Sorensen, K. L., & Feldman, D. C. (2005). Predictors of objective and subjective career success. A meta-analysis. *Personnel Psychology*, 58, 367–408.
- Nicholson, N., & De Waal-Andrews, W. (2005). Playing to win: Biological imperatives, selfregulation, and trade-offs in the game of career success. *Journal of Organizational* 26, 137–154.
- Seibert, S. E., Crant, J. M., & Kraimer, M. L. (1999). Proactive personality and career success. *Journal of Applied Psychology*, 84, 416–427.
- Shahibudin, I.(2015) Career Success Studies: An Examination of Indicators, Approach and Underlying Theories in Literature. *Science Journal of Business and Management*. Vol. 3, No. 6, 2015, pp. 251-257