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## CONCEPT OF LABOR DEVELOPMENT, CONSTRUCTION FROM RESEARCH

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**Abstract:** This article presents one of the results obtained in the development of the research “Evaluation of the Computer Science specialty program of the Julio Flórez Industrial Technical Educational Institution, in terms of the graduate profile and labor development of its graduates”, which was developed in the city of Chiquinquirá, department of Boyacá in Colombia. In this research, labor development was studied as one of the central axes, which was always strictly related to labor success; however, after the study, it was possible to construct a concept that defines “labor development” based on several synergies, among which are: linkage, stability, progress, sustainability and labor satisfaction.

## INTRODUCTION

From birth, human beings are in a continuous process of learning and development that fosters the acquisition of new skills and competencies. This process of permanent growth and transformation extends throughout life, allowing people to adapt and evolve in search of a constant improvement in their quality of life.

The formulation of goals, projections and dreams plays a fundamental role in the motivation and drive towards achieving a fuller and more satisfying life. However, it is essential to evaluate the results and impact of the activities undertaken to determine their effectiveness in generating improvements in personal, family and social life. This process of evaluation and adjustment allows people to reflect on their growth and development, which in turn fosters personal, professional and occupational development.

## PROFESSIONAL DEVELOPMENT

The following is one of the theoretical contributions of the research work carried out on the evaluation of the systems technical program of the Julio Flórez Industrial Technical Educational Institution to determine if the learning proposed in the curricular design of the institution serves as an input in the labor development of the graduates. This work was carried out in the city of Chiquinquirá, Boyacá, Colombia, with a population of 125 students. The significant contribution of this research was the construction of the concept of labor development, which was not described in the specialized literature.

Career development implies that each person seeks professional growth that is in harmony with his or her personal interests, skills and values. This may include acquiring new skills, adapting to changes in the work environment, or seeking experiences that allow him or her to develop not only as a professional, but also as an individual. Thus, career development is not a single or fixed concept; it is an ongoing construct that evolves throughout life and depends on how each person plans his or her future and fulfillment in the workplace. In this sense, career development also fosters a better quality of life, as it aligns work with personal desires and aspirations, promoting a career that is both satisfying and meaningful.

Within the framework of the research work, a definition of work development was constructed in which work development is considered as the balance between the measurable achievements of the professional career and the set of subjective expectations and values, different for each person and linked to his or her life project. This comprehensive approach recognizes that success at work is not only measured by objective indicators, but also by the personal satisfaction and fulfillment derived from the professional career.

This definition of job development is based on five synergies such as: job attachment, job stability, job progress, job sustainability and job satisfaction, each of which plays an important and representative role in distinguishing whether a person has achieved job development.



Figure 1. Synergies of the labor development construct

Source: Own elaboration

The **link to the labor market**, understood as an agreement between employer and employee with shared responsibilities, is materialized in a job where the graduate applies the skills acquired. There are various types of employment contracts: permanent, fixed-term, service contracts and internships. The process generally involves a job offer, analysis of resumes, interview and hiring, although this may vary depending on the company. Although the general aspiration is a stable job with growth projection, labor market conditions in Colombia, such as high unemployment rates, impact the expectations of graduates, who often start in low-profile positions. This start in the labor market becomes a crucial tool for the company and for the professional development of the individual, and allows him/her to adjust his/her expectations and evolve according to his/her satisfaction and projection within the organization. Finally, effective job placement, as a component of professional development, implies employment in accor-

dance with the worker's qualifications, competencies and skills, with optimal working conditions in terms of benefits, contract, salary and working hours.

**Job stability** is that which guarantees permanence in the job and salary benefits, even against the employer's will, except for just cause; it may come from the contract, legislation or specific situations. Although criticized for its potential to generate accommodation, job stability is often beneficial for both the worker and the company. For the employee, it allows professional development, accumulation of experience, continuous training, reduces stress and facilitates participation in extra-work activities by providing financial security. From the business perspective, a stable and experienced workforce facilitates processes, task delegation, training, and allows the identification of talents and strengths for personnel selection and the design of training programs. In addition, job stability maximizes the return on investment in training and prevents the loss of human capital. Although job stability is desirable, the current reality indicates that the world of work is undergoing changes that generate high turnover and flexibility.

**Work progress** is defined as the advancement of a worker in his or her position, manifested in promotions, salary and position improvements, which implies better performance. Vizcarra and Vélez (2007, cited by Fernández-Díaz, 2020) associate success with the ability to access decision-making positions. Fernández proposes an evolutionary view of career progression, and describes it as a process with four stages (introduction, growth, maturity and mastery), each with specific tasks, activities and relationships that are reflected in the career path within the company. Greenhaus (1987, cited by Fernández, 2002) offers three perspectives on career progression: the sequence of positions held, mobility within the organization and the worker's trajectory.

The concept of **labor sustainability**, which arose from the environmental transformation process promoted by organizations such as UNESCO (2020), implies taking responsible actions to ensure conditions that allow labor development and increase productivity in the short and long term. It is also understood as the worker's capacity to carry out their activities in a prolonged manner, based on social, economic and environmental criteria that guarantee their quality of life in the company, based on an income in accordance with their needs and aspirations. Fernández (2002) emphasizes the importance of competency-based remuneration for professional development. Mora and CEGES (2008, cited by Fernández-Díaz, 2020) consider that professional success is measured objectively by income and promotions, and subjectively by the alignment of work with the worker's life project. Bialakowsky and Cárdenas (2017) argue that labor sustainability requires overcoming the abstract social practices that have historically structured work, to ensure vital conditions for subjective and social existence and reproduction, and assign to the government the responsibility of controlling compliance with labor legislation to ensure the long-term sustainability of work.

**Job satisfaction** arises from the positive evaluation of the work performed, generating happiness and pleasure. Maslow (1948, cited by Fernández-Díaz, 2020) states that personal satisfaction is achieved by meeting goals, which are then replaced by more complex ones, which implies that job improvement and increasing the complexity of tasks lead to greater satisfaction. The author also warns that maintaining the same work level can generate dissatisfaction, and highlights the importance of continuous progress. Achieving goals, progressing in the profession and achieving complex development can lead to the search for stability, where personal and social fulfill-

ment play an important role. Fernández-Díaz (2020) mentions that some psychologists consider success as the culmination of a series of partial victories that lead to happiness. Salazar and Ospina (2019) link job satisfaction to employee efficiency, and suggest that organizations should be concerned with staff satisfaction. Fernandez relates satisfaction and self-esteem to effective professional development, which improves attitudes, reduces stress and strengthens worker health. The study of job satisfaction is approached from the perspective of human talent, and it is considered that work circumstances benefit satisfaction. In this case, happiness is understood as a dynamic succession of events that lead to success.

A person who has achieved work development, according to a subjective definition, is one who has achieved a balance between social and personal success, which implies greater satisfaction and happiness in his or her life. This, in turn, is reflected in a healthy self-esteem, which is transmitted to others. In this sense, success at work not only strengthens the individual, but also motivates him or her to continue seeking continuous improvement.

From a broader perspective, work development can be analyzed through different dimensions in fields such as social, personal and professional. In the social field, work success is manifested in the responsibility that the professional assumes towards the people and communities that surround him/her, including his/her family and the context in which he/she develops. In the personal field, it reflects the goals and objectives that the individual seeks to achieve, while in the professional field, it focuses on the acquisition of new competencies or the improvement of existing ones, which allows progress and the assumption of new challenges.

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