

Career Planning Management Systems in Public and Private: A Discussion of the Motivational Theories

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Abstract

This article briefly presents a view on the use of the career plan in organizations, focusing on the intense competition witnessed in recent years, presenting this as a management tool for the sector of human resources in organizations. It is known that the differences of the organizations are focused on human talent and ability to generate results through them, the proper use of technological resources provided by the organization. It presents a description of the theme career plan in the context motivational aim is to reflect on the influence or not the plan or organization's career in motivating employees and their professional development by examining existing studies using the tool can be a source of restraint talent in the labor market. Regarding the considerations on the subject, it is noteworthy that the career path can be attractive to organizations seeking corporate and retain talent in the competitive landscape we experience, depending only the option of using it or not within the management plan organization.

Keywords: Motivation, Career Plan, Staff Development.