

## A study on the impact of organizational factors and managerial skills in career development in Albania

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### Abstract

In a highly dynamic environment, the most valuable asset of an organization are its employees. Investing in employee development has a positive impact for both the organization and the employees. Staff training is essential for the business purposes of organizations, while developing employees toward career goals can promote greater job satisfaction. Creating a pool of satisfied employees helps attract and retain capable employees, as well as keep them continuously engaged.

This paper's objective is the study of the impact of organizational factors and management skills in career development. Another objective of the study is the analysis of employees' attitudes towards the future in the organization. The methodology employed is quantitative research and the descriptive method. The questionnaire, which was distributed online, was utilized for the collection of data. The study sample consists of 123 employees in management positions in Albanian and foreign organizations.

Data analysis was conducted through SPSS 20 and JASP-0.8.1.2. The statistical analysis used in the study are as follows: frequency tables, Pearson correlation coefficient, regression analysis, crossed tabulation, Bayesian Pearson Correlation. Research hypotheses were supported with a confidence interval 95%.

The study concluded that organizational factors and management skills have an impact in career development. Employees prefer to rise through the ranks in the future within their organization. In general, organizations apply a promotion policy toward their employees. This study can be of immense value to organizations.

**Keywords:** career development, organizational factors, management position, managerial skills.

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