

Abstract

The topic of psychological development in career choices: motivation of overachievers was chosen because some enterprises have noticed the importance of psychological behavior of the employees, which has a significant effect on the overall efficiency of productivity of work. The aim of this thesis is to analyze and describe influences that shape human individuality in the childhood and how they impact career choices in the adulthood. Furthermore, motivation sources of overachievers are to be explored in contrast to underachievers. In order to achieve research goals, mixed method approach appears to be the most appropriate in this study. In the study author argues that parental influence and the social environment plays an important role when it comes to setting career goals and objectives. The results have shown a strong correlation between psychological development and career choices. Moreover, the motivation factors of overachievers and underachievers were investigated. The results of the research may be found useful in facilitating managerial processes of the human resource departments and sufficient allocation of the employees in a company, as well as a possible elimination of the issues that may occur due to negligence towards a psychological condition of the employee at work place.