

A STUDY ON CAREER PLANNING AND DEVELOPMENT

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ABSTRACT: Career planning and development are integral components of personal and professional growth, guiding individuals through the dynamic landscape of their professional lives. This abstract explores the essence and significance of effective career planning and development strategies in today's fast-paced and competitive world.

A robust career plan serves as a roadmap, empowering individuals to identify their aspirations, strengths, and areas for improvement. It encompasses various stages, including self-assessment, goal setting, skill acquisition, networking, and adaptability to change. By engaging in continuous self-reflection and assessment, individuals can align their career objectives with their evolving interests, values, and market demands.

In today's interconnected world, networking plays a pivotal role in career advancement. Building and nurturing professional relationships facilitate knowledge sharing, mentorship, and access to diverse opportunities. Leveraging online platforms and attending industry events expand one's network and visibility, opening doors to new prospects and collaborations.

In conclusion, effective career planning and development are indispensable for achieving long-term success and fulfillment in one's professional journey. By embracing self-awareness, continuous learning, networking, and adaptability, individuals can navigate through career transitions and realize their full potential in a rapidly evolving landscape.

INTRODUCTION

Career planning and development

Introduction

Meaning of career:

a career has been defined as the sequence of a person's experiences on different jobs over the period of time. It is viewed as fundamentally a relationship between one or more organizations and the individual. To some a career is a carefully worked out plans for self advancement to others it is a calling-life role to others it is a voyage to self discovery and to still others it is life itself.

a career is a sequence of positions/jobs held by a person during the course of his working life.

according to edwin b. Flippo, "a career is a sequence of separate but related work activities that provide continuity, order and meaning to a person's life".

according to garry dessler, "the occupational positions a person has had over many years". Many of today's employees have high expectations about their jobs. There has been a general increase in the concern of the quality of life. Workers expect more from their jobs than just income. A further impetus to career planning is the need for organizations to make the best possible use of their most valuable resources the people in a time of rapid technological growth and change.

Career Development

career development, both as a concept and a concern is of recent origin. The reason for this lack of concern regarding career development for a long time, has been the careless, unrealistic assumption about employees functioning smoothly along the right lines, and the belief that the employees guide themselves in their careers. Since the employees are educated, trained for the job, and appraised, it is felt that the development fund on is over. Modern personnel administration has to be futuristic, it has to look beyond the present tasks, since neither the requirements of the organisation nor the attitudes and abilities of employees are constant. It is too costly to leave 'career' to the tyranny of time and casualty of circumstances, for it is something which requires to be handled carefully through systematisation and professional promoting. Fortunately, there has lately been some appreciation of the value of career planning and acceptance of validity of career development as a major input in organisational development.

career development refers to set of programs designed to match an individual's needs, abilities, and career goals with current and future opportunities in the organization. Where career plan sets career path for an employee, career development ensures that the employee is well developed before he or she moves up the next higher ladder in the hierarchy.

NEED OF THE STUDY

- To desire to grow and scale new heights.
- Realize and achieve the goals.
- Performance measure.
- High employee turnover.
- To educate the employees
- It motivates employees to grow.
- It motivates employees to avail training and development.
- It increases employee loyalty as they feel organization care's about them.

Scope of the study

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this study is made to know the career planning & development programs

In banking industry, that may have planned and implemented for the betterment of employees. It also attempts to analyze the views and attitudes of executives on such programs.

Objectives of the study

1. To study the impact of organizational support on career planning and development of employees.
2. To study the career planning of employees in banking industry.
3. To analyze the awareness of the employees about their career and its development.
4. To suggest appropriate measures to improve the efficiency of employees.

LIMITATIONS OF THE STUDY

1. The study was restricted to banking industry .
2. This study is conducted with a sample size of 100 respondents. Hence the findings of this study cannot be generalized.
3. The findings of this study are subject the bias and prejudice of the respondents. Hence objectivity cannot be ensured.
4. The accuracy of finding is limited by the accuracy of the statistical tools used for the analysis .

REVIEW OF LITERATURE

A literature review is a description of the literature relevant to a particular field or topic. It gives an overview of what has been said, who the key writers are, what are the prevailing theories and hypotheses, what questions are being asked, and what methods and methodologies are appropriate and useful. As such, it is not in itself primary research, but rather it reports on other findings

High impact career development

by: bonnie hagemann (ceo, executive development associates, inc., oklahoma city, usa)

as today's work place evolves companies are forced to make changes within the organization in order to keep up trends in the workplace. In a recent study, the bcg partnering with the society for hrm, identified eight new trends in the workplace and how companies should approach these changes. These can be categorized into three groups:-

- development and retaining talent
 - managing talent
 - improving leadership
 - managing balance between the employees personal life

- anticipating change
 - managing demographics
 - managing change in cultural transformation

- enabling the organization
 - globalization
 - creating an environment of learning
 - transforming hr departments into strategic partners

case study

authors: krysia wrobel, emory university; patricia raskin, ph.d., columbia teacherscollege; vivian maranzano, columbia teachers college; judith leibholz frankel,executive recruiter; amy beacom, columbia teachers college. Date: 09/08/03

career stages are typically defined as evolutionary phases of working life. The concept of career stage evolved as psychoanalysts (erikson), developmental psychologists (buehler, levinson, piaget), and sociologists (form, miller) independently studied stages of life and work (super,1957). Developmentalists concentrated on stages of psychological development while sociologists identified periods of individuals' working lives, and by combining these two foci career stages first emerge in the literature. For example, the exploratory stage defined by buehler (1933), a german developmentalist, and the initial work period classified by sociologists form and miller (1949) both describe the experience of adolescents' exploration of work. As a developmental stage, the exploratory stage represents the time period in which had adolescents define their adult identities through spousal, social, and career choices, while the initial work period describes the first jobs adolescents take to explore the world of work. In this way, the contributions of both psychologists and sociologists created a framework for understanding careers using the concept of career stage. However, while these early models of career stage provide a useful structure to conceptualize career development, many of the early theorists assumed career stages to be linear and stable. Current researchers (e.g., hall and schlein) have updated the

concept of career stage to encompass modern, varied patterns of career development. These patterns tend to be more fluid and dynamic.

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abstract: employees are veritable sources of competitive advantage and planning and developing their careers is beneficial to both the organization and the employees. This study focuses on whether organizations in Nigeria give premium to career planning and development activities; the programmes engaged in and the perceived effectiveness of

Programmes generally. The investigation, which adopted a cross sectional survey and utilized structured questionnaire and interviews, centred on 10 firms in Rivers state,

Nigeria. Data generated were analysed using descriptive statistics, specifically percentages and means, and simple regression. The results indicate that organizations recognize the need to invest in people and do embark on career planning and development programmes but employees do not perceive programmes as overly effective. Also, although firms recognize employees as important assets for organization success, they do not give as much attention to personal needs of employees as they do corporate needs. This is potentially counterproductive. Thus, we recommend the full incorporation of employees needs in career development activities so as to address the issues of employability of employees and long term competitiveness of organizations.

RESEARCH METHODOLOGY

research comprises defining and redefining problems, formulating, hypothesis or suggested solutions; collecting, organizing and evaluating data, making deductions and at last carefully testing the conclusions to determine whether they fit the formulating hypothesis or not. Research is an important pre-requisite for a dynamic organization. The research methodology is a written game plan for conducting research. It may be understood as science of studying. In it the various steps are described that are adopted by a researcher in studying his research problems.

Research design:

a research design is purely and simply the frame work of plan for a study that guides the collection and analysis of data. It is a blue print for a complete study. It resembles the architects blue print map for constructing a house. There are three types of research design namely.

- Exploratory
- Descriptive
- Causative

The type of research carried out for this project is descriptive in nature.

descriptive research studies are those studies, which are concerned with specific predictions, with narration of facts and characteristics concerning individual, group or situation or used to describe the phenomena already exists.

the main characteristic of this method is that the researcher has no control over the variables; he can only report what has happened or what is happening. The methods of research utilized in descriptive research are survey methods of all kinds, including comparative and co relational methods.

Sampling design

I.a sample design is a definite plan for obtaining a sample from a given population.

The sample of 50 employees is taken.

The population: - the employees were categorized as middle level and low level employees

ii. Sampling unit

Individual employees from different banks

iii. Sample size: 50

this refers to the some chosen units out of whole population. Although large samples are more reliable but due to shortage of time some representative of these different banks had been selected.

Sample size: the target group included respondents drawn from indian bank, union bank of india, state bank of india, indian overseas bank and 50 employees were taken as the sample respondent.

iv. Sampling technique

this refers to procedure by which the samples have been chosen for the purpose of data collection.

judgmental sampling technique was used in which researcher choose any item from the whole population which he thinks or take as the typical and true representative of the population.

DATA ANALYSIS

Collection and analysis of data

Table 4.1 shows the data classification of the respondents

S.NO	Particulars	factor	No of respondent	percentage
1	Age	Adult (21-40) yrs Mid-life(40-55)	75 25	75% 25%
2	Gender	Male Female	63 37	63% 37%
3	Marital status	Married Unmarried	60 40	60% 40%
4	Qualification	B.com B.A M.com others	30 32 25 23	30% 32% 25% 23%

Data classification

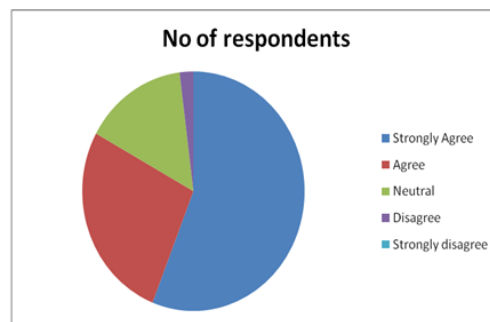
Percentage analysis:

Table 4.2.1 views of the respondents about attaining objectives

	options	No of respondents	Percentage
a.	Strongly Agree	56	56
b.	Agree	27	27
c.	Neutral	15	15
d.	Disagree	2	2
e.	Strongly disagree	0	0
	Total	100	100

Chart 4.2.1

Attaining objectives



Interpretation:

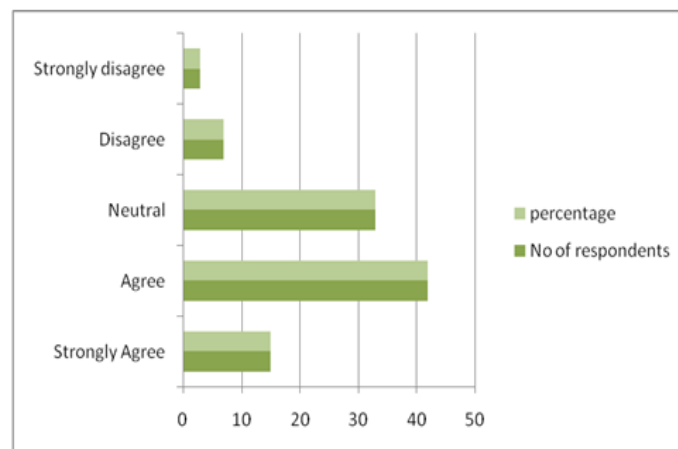
From the above chart it is found that most of the employees strongly agreed to their attaining career objectives, whereas none was strongly disagreeing in doing so.

Table :4.2.2 view of respondents in doing the work even when they don't like

	options	No of respondents	percentage
a.	Strongly Agree	15	15
b.	Agree	42	42
c.	Neutral	33	33
d.	Disagree	7	7
e.	Strongly disagree	3	3
	Total	100	100

Chart 4.2.2

Doing work even when they don't like



Interpretation:

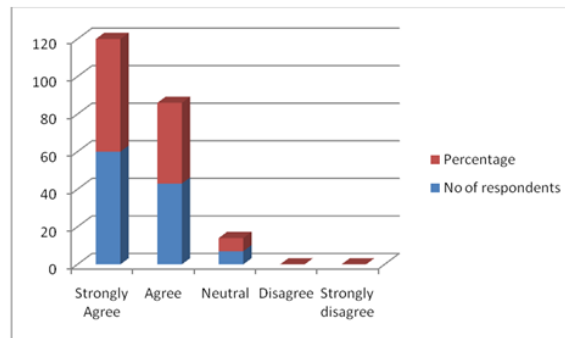
From the above table it is observed that 42% of the employees agreed to doing work even when they dislike it while only 3% strongly disagreed with the statement.

Table 4.2.3 view of respondents about giving their abilities to the organization

	options	No of respondents	Percentage
a.	Strongly Agree	60	60
b.	Agree	43	43
c.	Neutral	7	7
d.	Disagree	0	0
e.	Strongly disagree	0	0
	Total	100	100

Chart 4.2.3

Giving their abilities to the organization



Interpretation:

From the above table it is found 60% of the respondents strongly agreed to using their abilities for the organization. 43% agreed whereas none of the respondent disagreed to the statement.

FINDINGS

- The chapter highlights major inference drawn from the study results and also presents certain workable suggestions for implementation.
- Most of the employees have felt that they are successful in attaining their career objective.
- Very few employees disagreed to do the work even though in spite of not liking it.
- Almost all the employees agreed upon the organization providing a safer environment.
- Though most of the employees used to complete their job on time, there were few who disagreed.
- It has been found that employees will look forward to change in job if the job allotted to them is monotonous.

SUGGESTIONS

- ❖ Awareness about career planning and development has to be made among employees.
- ❖ Proper training and development activities have to be provided to the employees.
- ❖ The organization must improve upon their working conditions.
- ❖ Employees should be motivated with rewards and recognition.

CONCLUSION

Career planning and development programs as we find from the study plays crucial role in employee as well as organizations development.

Career planning is an integral part of every organization. It motivates and inspires employees to work harder and keeps them loyal towards the organization.

Career planning helps an employee know the career opportunities available in organization. This knowledge enables the employee to select the career most suitable to his potential and this helps to improve employee's morale and productivity.

On the basis questionnaire and personal interviews with the employees it was also found that promotion is the major reason that sticks them with the current job.

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IJMRR