



## A Study on Employees Career Planning and Development

**Dr. A. R. KANAGARAJ**

Assistant professor, Department of Corporate Secretaryship, Dr NGP Arts and science college, Coimbatore-48.

**S.ARCHANA**

Assistant professor, Department of Corporate Secretaryship, Dr NGP Arts and science college, Coimbatore-48.

**K.MALATHI**

Assistant professor, Department of Corporate Secretaryship, Dr NGP Arts and science college, Coimbatore-48.

### ABSTRACT

*The most efficient machinery in the world will not produce at an optimum level unless the people who operates the machinery know how to make it perform as its best and importantly, are motivated to make their equipment produce efficiently. To extract the best out of people, therefore, the organization must provide a healthy work climate when they can exploit their talents fully while realizing goals assigned to them. For the purpose of the career planning and development the study is conducted to find out whether the devising point of the organizational system of career movement and growth opportunities from the point of an individual in employment to the point of retirement. Hence the organization should chart different paths which should be made known to all employees. As every employee desires for a bright future, these career paths do provide the hope to achieve success. Simple random sampling method was used in the present study to collect the data.*

**KEYWORDS :** Career, Planning, development, organisation

### Introduction

Among the various factors of production, which are used in an organization, human resources is the most important. This is because the efficient use of physical resources land, machinery and materials ultimately depend on how the human factor is put to good use on various operations. The most efficient machinery in the world will not produce at an optimum level unless the people who operates the machinery know how to make it perform as its best and importantly, are motivated to make their equipment produce efficiently. To extract the best out of people, therefore, the organization must provide a healthy work climate when they can exploit their talents fully while realizing goals assigned to them.

### Need for the Study

Career planning essentially means helping the employees to plan their career in terms of their capacities within the context of organizational needs. For the purpose of the career planning and development the study is conducted to find out whether the devising point of the organizational system of career movement and growth opportunities from the point of an individual in employment to the point of retirement.

### Scope of the Study

The present study has a scope to find out the employees career planning and development realizing that the employees have definite career needs.

Hence the organization should chart different paths which should be made known to all employees. As every employee desires for a bright future, these career paths do provide the hope to achieve success.

### Objectives of the study

- ❖ To find out whether the HRM practice in the organization leads to satisfied and productive employee through career and development
- ❖ To find out the existing employee morale, motivation, skills to job requirements provision of promotional opportunities existing in the organization

### Research Design

The research design chosen is descriptive as the study reveals the state of facts existing. Descriptive research studies are those studies which are connected with describing the characteristics of a particular individual, or a group. The study is concerned with specific prediction, with narration of facts and characteristics concerning an indi-

vidual, group or situation.

### Sampling technique used

Simple random sampling method was used in the present study to collect the data. From the total of 1,200 employees working in Textile Mills, 100 respondents were selected by Convenient random sampling method.

### Source of data

Both primary and secondary data were collected for this study

### Primary Data

The objective of the study has been accomplished with the help of primary data collected from 100 workers. The selected samples are met in person and the required data have been collected with the help of a pre-tested questionnaire, which included information like opinion on the work environment, relationship with co-workers, supervisors etc..

### Secondary Data

Secondary data was collected from the company records, magazines, websites.

### Data analysis

The statistical tool adopted to analyze the data gathered is simple percentage method. The collected data was carefully coded and transited to a master sheet. With the master sheet tabulation and charts were drawn.

### Limitations of the Study

- ❖ Convenience sampling technique has its own limitations.
- ❖ The conclusions arrived are applicable only to the bank industry and generalisation to industries of similar situations may not be realistic.
- ❖ Some respondents hesitated to give the actual situation since they were busy with their work.

**TABLE-1 Table showing classification of respondent's opinion to look for alternative jobs**

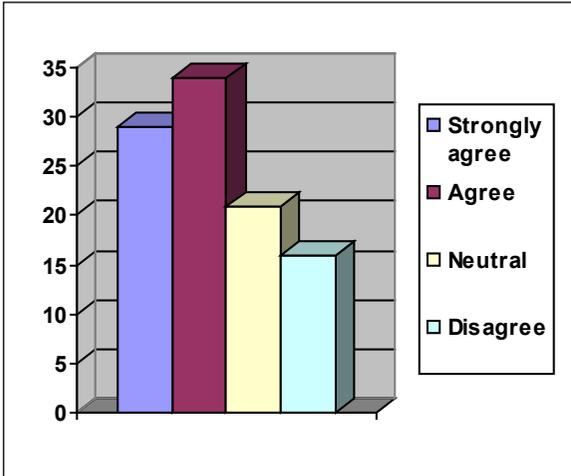
Opinion	No.of Respondents	% of Respondents
Strongly agree	29	29

Agree	34	34
Neutral	21	21
Disagree	16	16
Total	100	100

**Interpretation**

The above table shows that was high as 34% of the respondents agree that there are in search for alternative jobs, 29% of the respondents strongly agree, 21% of the respondents do not have any opinion and the remaining 16% of the respondents disagree as stated that they are not interested to look for an alternative jobs.

**CHART-1 Chart showing respondent’s opinion to look for alternative jobs**



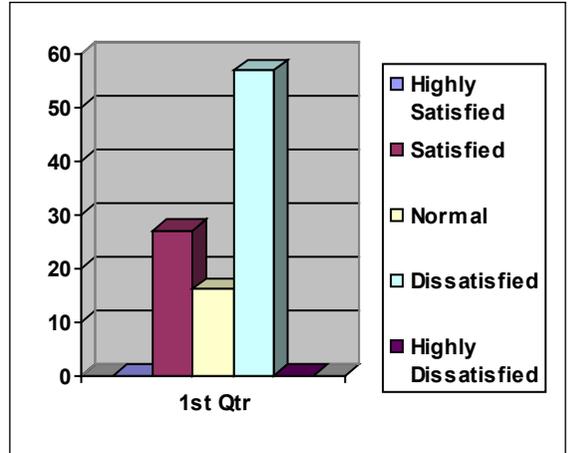
**TABLE-2 Table showing respondents satisfaction towards present salary , increment and promotional polices**

Opinion	No of Respondents	% of Respondents
Highly Satisfied	0	0
Satisfied	27	27
Normal	16	16
Dissatisfied	57	57
Highly Dissatisfied	0	0
Total	100	100

**Interpretation**

The above table shows that more than half (57%) of the respondents are dissatisfied towards the present salary, increment and promotional polices adopted by the organization , 27% of the respondents are satisfied and the rest 16% of the respondents stated normal.

**CHART-2 Chart showing respondent’s satisfaction towards present salary, increment and promotional polices**



**Findings**

- ❖ Majority of the of the respondents are Strongly agree to look for another job
- ❖ Majority of the of the respondents are dissatisfied towards present salary , increment and promotional polices.

**Suggestions**

The main objective of the study is to improve the employee personal skills/ work skills to update the latest skill existing in the market . The employee retention is an important situation that should exist in all organization. The organization should give importance to improve their personal skill by updating the modern techniques. The HR department should give counseling to each employees who was not fully cooperative to achieve the organization goals.

**Conclusion**

An organization is nothing without human resources. The modern manager has to bring employees into contact with organization in such a way the objectives of both group are achieved. The study concludes that almost all the respondents are satisfied towards the opportunities provided by the organization to enhance the employees career development and skill development.

**REFERENCES**

➤ Harold Koontz, Heinz wehrich,2004, essentials of Management, Tata McGraw Hill publishing Company Ltd., New Delhi. | ➤ Kothari C.R,- Research Methodology (2000) – Wishwa Prakashnan-New Delhi. |