



Trends in Finance and Economics

Vol: 2(2), June 2024

REST Publisher; ISSN: 2583-9721

Website: <https://restpublisher.com/journals/tfe/>

DOI: <https://doi.org/10.46632/tfe/2/2/21>



A Study On Career Planning and Development for Employees with Reference to HDFC

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Abstract. Realistic career planning forces employees to be proactive and to anticipate problems and opportunities. It does this by making them establish and examine their career objectives. Career planning and development involves two processes — career planning (employee centered) and career management (organisationcentred). Career management is integral to HR planning, but HR planning and/or career management do not exist or are not integrated in some organisations. Ideally, career planning and development should be seen as a process that aligns the interests and skills of employees with the needs of the organisation. This means that careers must be managed strategically so the skills demanded by the organization's strategic business objectives are understood and a work force with a matching profile of skills is developed. Career planning and development play a major part in ensuring that the organisation has a competitive and knowledgeable work force.

Keywords: Career planning, HR planning, competitive and knowledgeable work force, career management.

1. INTRODUCTION

Human Resource Management is primarily concerned with the people's dimension in the organization. It is a crucial sub-system process of management. The success or failure of an organization not only depends on material, machines and equipment but also on the personnel who are put in the best efforts for an efficient performance at job. Human Resource Management refers to the set of activities, programs and functions designed and carried out in order to maximize both employees as well as organizational effectiveness. Human Resource or personnel management is the sense of getting things done through people. It's an essential part of every manager's responsibilities.

2. REVIEW OF LITERATURE

1.Puah and Ananthram (2006) have identified career planning and career management as the two main antecedents of career development. The integration of both employees' career planning and organizational career management practices result in effective career development (Hall, 1986).

2.Baruch (2006) has examined the changing career development patterns from stable to dynamic systems. Career development should be individual specific and organization should be an enabler and developer of career success. Career development systems have changed from stable and linear career systems into transitional and dynamic systems by strategically aligning both internal and external integration of their career practices.

3. SCOPE OF THE STUDY

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

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

Limitations of The Study

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

4. DATA ANALYSIS AND INTERPRETATION

1. View of respondents on awareness of career planning

TABLE 1. View of respondents on awareness of career planning

Options	Respondents	Percentage
Strongly Agree	12	12
Agree	27	27
Neutral	20	20
Disagree	25	25
Strongly disagree	15	15
Total	100	100

Interpretation: From the above chart it is found that 12% of the employees strongly agreed to have awareness of career planning activities, whereas 15% was strongly disagreeing in doing so.

2. View of respondents in taking risk in their job

TABLE 2. View of respondents in taking risk in their job

Options	Respondents	Percentage
Strongly Agree	27	27
Agree	31	31
Neutral	8	8
Disagree	20	20
Strongly disagree	14	14
Total	100	100

Interpretation: From the above table it is interpreted that 27% of the employees strongly agreed risk in their job, 31% strongly agreed, 16% remained neutral, 20% and 14% disagreed and strongly disagreed respectively in taking risk

3. View of respondent’s opportunities for advancement

TABLE 3. View of respondent’s opportunities for advancement

Options	Respondents	Percentage
Strongly Agree	21	21
Agree	45	45
Neutral	21	21
Disagree	11	11
Strongly disagree	2	2
Total	100	100

Interpretation: From the above chart it is found that 21% of the employees strongly agreed to have opportunities for advancement, whereas only 2% was strongly disagreeing to it.

4. View of respondents on reward and recognition

TABLE 4. View of respondents on reward and recognition

Options	Respondents	Percentage
Strongly Agree	35	35
Agree	52	52
Neutral	16	16
Disagree	3	3
Strongly disagree	2	2
Total	100	100

Interpretation: From the above table it is analyzed that the respondents strongly agreeing to having reward and recognition are 35%, agreed 52%, 16% neither agreed nor disagreed, 3%disagreedand 2% strongly disagreed

5. View of respondents on team spirit in organization

TABLE 5. View of respondents on team spirit in organization

Options	Respondents	Percentage
Strongly Agree	33	33
Agree	42	42
Neutral	11	11
Disagree	21	21
Strongly disagree	3	3
Total	100	100

Interpretation: From the above table it is analyzed that 33% respondents strongly agreeing to having team spirit in the organization, agreed 42%, 11% neither agreed nor disagreed, 21%disagreed and3% strongly disagreed.

6. View of respondents on organization rules and regulation

TABLE 6. View of respondents on organization rules and regulation

Options	Respondents	Percentage
Strongly Agree	25	25
Agree	54	54
Neutral	8	8
Disagree	10	10
Strongly disagree	3	3
Total	100	100

Interpretation: From the above table it is analyzed that 25% respondents are strongly agreeing to following rules and regulations, 54% agreed %, 8% neither agreed nor disagreed, 10%disagreed and3% strongly disagreed.

7. View of respondents on facilities provided

TABLE 7. View of respondents on facilities provided

Options	Respondents	Percentage
Strongly Agree	28	28
Agree	42	42
Neutral	8	8
Disagree	19	19
Strongly disagree	11	11
Total	100	100

Interpretation: From the above table it is interpreted that 28% of the employees strongly agreed to facilities provided, 42% agreed, 8% remained neutral, 18% and 4% disagreed and strongly disagreed respectively in facilities provided.

8. view of respondents on safe working environment

TABLE 8. view of respondents on safe working environment

Options	Respondents	Percentage
Strongly Agree	61	61
Agree	33	33
Neutral	3	3
Disagree	2	2
Strongly disagree	1	1
Total	100	100

Interpretation: From the above chart it is found that most of the employees strongly agreed to have safe working environment, whereas only 1% was strongly disagreeing to it.

9. View of respondents on clean and hygienic work environment

TABLE 9. View of respondents on clean and hygienic work environment

Options	Respondents	Percentage
Strongly Agree	21	21
Agree	35	35
Neutral	14	14
Disagree	23	23
Strongly disagree	7	7
Total	100	100

Interpretation: From the above table it is interpreted that 21% of the employees strongly agreed to having better working conditions, 35% agreed, 14% remained neutral, 23% and 7% disagreed and strongly disagreed respectively.

10. View of respondents on performance appraisal

TABLE 10. View of respondents on performance appraisal

Options	Respondents	Percentage
Strongly Agree	18	18
Agree	55	55
Neutral	21	21
Disagree	4	4
Strongly disagree	2	2
Total	100	100

Interpretation: From the above chart it is found that 18% of the employees strongly agreed to performance appraisal, 55% agreed whereas only 2% was strongly disagreeing to it.

11. view of respondents on knowledge sharing activities

TABLE 11. view of respondents on knowledge sharing activities

Options	Respondents	Percentage
Strongly Agree	25	25
Agree	65	65
Neutral	6	6
Disagree	4	4
Strongly disagree	0	0
Total	100	100

Interpretation: From the above chart it is found that most of the employees agreed in sharing their knowledge within the team

5. 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 inspite 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.
- Many of the employees felt their efforts are not been encouraged and recognized.
- Most of the employees considered the constant training provided to them is enhancing their career.
- Among the respondents very few disagreed to not following the rules and regulations of the organization.
- Half of the employees were not satisfactory with the working condition provided.
- Majority of the respondents were happy with their growth in the organization..

6. 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.
- Superiors must encourage their subordinates to perform better.
- Trust and good faith have to be inculcated in employees through team building exercises

7. 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. Employees also prefer sound recognition as well as proper training. So for conclusion, the objectives of the study, to get the overall knowledge about actually what the career planning and development is, the scope of such programs in the banking industry are adequately fulfilled. And study concludes that in banking industry because of its monotonous task and due to tough pressures well as more stress and frustration, need to be handling the careers of most valuable asset that is the People. Conclusively that was worthwhile to choose such topic as project, which is not only important for an employee and employer, But for the researcher also to select the career, a in particular line and may be a particular industry in which one wants to make the career and get enough chances of advancement in career.

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