

A Study on Career Planning and Development Towards Atlas Textile Exports Pvt Ltd with Special Reference to Karur

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ABSTRACT

Employees' career planning has received more attention in research recently owing to its significant role in helping the workforce to discover and develop on the opportunities available to them in an organization. However, employees' career planning in industry is becoming more worrisome as a result of the poor attention accorded it. The present study, therefore, examines the effect of employees' career planning on organizational performance in the Industry. A simple chi-square analysis was used to test the hypothesis of the study. The author concluded that employees' career planning influences organizational performance. The author recommended that employees' career planning would aid performance positively in an organization provided that all parties involved played their expected roles

Keywords: career planning, organizational performance

1. INTRODUCTION

Career planning is an on-going process through which an individual sets career goals and identifies the means to achieve them. The process by which individuals plan their life's work is referred to as career planning. Career planning is a process of systematically matching career goals and individual capabilities with opportunities for their fulfillment.

Career Planning is a deliberate process of becoming aware of self, opportunities, constraints, choices, and consequences; identifying career-related goals; and "career pathing" or programming work, education, and related developmental experiences to provide the direction, timing, and sequence of steps to attain a specific career goal.

Career Planning refers to the planning done by an individual in terms of making a career choice, advancing/growing in the career chosen or making a career shift. Career planning involves a very important step of self-assessment.

1.1. FEATURES OF CAREER PLANNING AND CAREER DEVELOPMENT:

- It is an on-going process.
- It helps individuals develop skills required to fulfil different career roles.
- It strengthens work-related activities in the organization.
- It defines life, career, abilities, and interests of the employees.
- It can also give professional directions, as they relate to career goals.

1.2. NEED OF THE STUDY

This research explores the influence of career planning and career management on career development and the subsequent effect on job satisfaction and career commitment. This integrated perspective assumes that career development can increase job satisfaction and career commitment. Career planning ensures a constant supply of promotable employees. It helps in improving the loyalty of employees. Career planning encourages an employee's growth and development. It discourages the negative attitude of superiors who are interested in suppressing the growth of the subordinates. It ensures that senior management knows about the calibre and capacity of the employees who can move upwards. It can always create a team of employees prepared enough to meet any contingency. Career planning reduces labour turnover

1.3. OBJECTIVES

- To identify positive characteristics of the employees.
- To develop awareness about each employee's uniqueness.
- To train employees towards team-building skills.
- To analyse the factor influences the importance of career planning
- To understand the advantages of career planning provide by company
- To find the satisfaction level about employee job satisfaction in the company

1.4. SCOPE

- The study covers all important areas of career planning in Atlas Textile Exports Pvt Ltd at Karur.
- The scope of the study is the number of training and career planning significance to the employees.
- In this way some new spheres may be available if this project work is taken up.
- The company products given the pre-planning and reference for employee's performance and given some HRM planning

1.5. LIMITATONS

- The research study is limited to day shift employees only.
- Due to time constraints, data collection is restricted to 150 respondents only.
- The study was conducted only for employees.
- The study is based on the opinion of the employees about career planning. So there may be changes due to personal bias.
- Some of the employees are not responsible for few questions

2. REVIEW OF LITERATURE

- **Abaneh (2023)** empirically examined career planning and career management as the antecedents of career development. The study showed that there exists a positive and strong relationship of the examined variables on career development. He have identified career development as a process which requires both the individuals and organizations to create a partnership enhancing employees' knowledge, skills, competencies and attitudes required for the current and future job assignments.
- **Ramly et al. (2023)** have studied the factors contributing the career aspirations of professionals in Self- efficacy, organizational socialization and continuous improvement practices in an organization influence the career aspirations and planning of professionals. He studied on the impact of individual characteristics and organizational culture on career development of employees. It was found that understanding of the employee's personal skills and knowledge significantly influences employee's career development. He examined the relationship of HRM practices and employee productivity. Alignment of individual career goals with organisational goals is the most important factor in employees career planning and development.

3. RESEARCH METHODOLOGY

Research methodology is a way to systematically solve research problem. Research methodology is understood as a source of the study how to research is done scientifically. The various steps adopted by a researcher in studying the research problem along with the logic

3.1. RESEARCH DESIGN

The research design constitutes the blue print for the collection, measurement and analysis of data. There are types of research design; they are exploratory research design, experimental research design and describe and diagnostic research design. The research had adopted descriptive research design for the study

3.2. SAMPLING TECHNIQUES

Sample Design

A sample is a subset from the total population. It refers to the techniques or the procedure to the research would adopt in selecting items for the sample (i.e) the size of the sample.

3.3. SAMPLING METHOD

Sampling method utilized was convenience sampling was adopted.

3.4. SAMPLING SIZE

The research has drawn 150 respondents as sample for these collections of data.

3.5. SOURCES OF DATA

Primary Data

It was collected through questionnaire further this data, are processed and tabulated using graphs the tables where analysed and the finding has been drawn accordingly.

Secondary Data

It refers to a special kind of ratio, it is used to make comparison between two or more series of data, since the percentage reduce everything to a common base and there by allow meaningful comparison be made

3.6. STATISTICAL TOOLS

- Simple percentage analysis
- Chi-square analysis
- Correlation
- Anova

4. DATA ANALYSIS AND INTERPRETATION

4.1. CHI- SQUIRE ANALYSIS

NULL HYPOTHESIS

(H₀): There is no significant relationship between monthly income and additional hours work in each work

ALTERNATIVE HYPOTHESIS

(H₁): There is significant relationship between monthly income and additional hours work in each work

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.391E2 ^a	9	.000
Likelihood Ratio	179.563	9	.000
Linear-by-Linear Association	85.374	1	.000
N of Valid Cases	150		

a. 10 cells (62.5%) have expected count less than 5. The minimum expected count is .54.

RESULT

Since the calculated value is less than the table value. So we accept the null hypothesis between monthly income and additional hours work in each work.

4.2. CORRELATION

The table shows the relationship between educational qualification of the respondents and employee job satisfaction.

Correlations

			EDUCATIONAL QUALIFICATION OF THE RESPONDENTS	EMPLOYEE JOB SATISFACTION
EDUCATIONAL QUALIFICATION OF THE RESPONDENTS	Pearson Correlation		1	.809**
	Sig. (2-tailed)			.000
	N		150	150
EMPLOYEE SATISFACTION	Pearson Correlation	JOB	.809**	1
	Sig. (2-tailed)		.000	
	N		150	150

**. Correlation is significant at the 0.01 level (2-tailed).

RESULT

This is a positive correlation. There are relationships between educational qualification of the respondents and employee job satisfaction

4.3. ANOVA

NULL HYPOTHESIS

H₀: There is no significant relationship between age group of the respondents and satisfaction level of career planning of the employee.

ALTERNATIVE HYPOTHESIS

H₁: There is a significant relationship between age group of the respondents and satisfaction level of career planning of the employee.

ANOVA

AGE GROUP OF THE RESPONDENTS			Sum Squares	of df	Mean Square	F	Sig.
Between Groups	(Combined)		213.614	4	53.403	429.090	.000
	Linear Term	Unweighted	102.548	1	102.548	823.957	.000
		Weighted	183.405	1	183.405	1.474E3	.000
		Deviation	30.209	3	10.070	80.908	.000
Within Groups			18.046	145	.124		
Total			231.660	149			

RESULT

From the above analysis, we find that calculated value of the F-value is a positive 429.090 value, so H1 accept. Since the P value 0.000 is less than < 0.05 regarding there is a significant relationship between age group of the respondents and satisfaction level of career planning of the employee. The results are **significant** at 4% level.

5. FINDINGS, SUGGESTIONS AND CONCLUSION

5.1. MAJOR FINDINGS

1. 68.0% of the respondents are female
2. 36.0% of the respondent's age group is 20 -29 years
3. 38.0% of the respondents are earning above Rs.20,000
4. 56.0% of the respondents said company provide counselling program
5. 52.0% of the respondents said counselling is provided to new employees
6. 61.3% of the respondents are definitely true for causes for stretch in talent
7. 42.7% of the respondents are influenced by manageable work load
8. 66.0% of the respondents come to job for earning money only

5.2. 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 organization.
- Employees should be motivated with rewards and recognition.
- Superiors must encourage their subordinates to perform better
- Trust and good faith to be inculcated in employees through team building
- Flexibility is the key in the constitution of the organization's policies. Inability to design employee-oriented policies will lead to a competitive disadvantage. Hence there is a need to design reward systems to address the issues of Career planning and development prospects.
- There is a strong need to have personal interaction with employees in this regard. Management should address their concerns and try to redesign the job in an indicative new career path within existing career streams

5.3. CONCLUSION

Career planning and development programs as we find from the study plays crucial role in employee as well as organization 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's 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 founded 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 industry is adequately fulfilled. And study concludes that in the industry because of its monotonous task and due to tough pressure as well as more stress and frustration. Need to be handling the careers of most valuable asset that is the people. 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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