

# Study On The Status Of Career Development Programme

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## ABSTRACT

**Introduction:** A person's career may be thought of as a collection of jobs they've done throughout the course of their life.

**Aim of the Study:** the main aim of the study<sup>1</sup> is Study On The Status Of Career Development Programme

**Material and Method:** The Universe of the study consists of all the contract research organizations of the Maharashtra state.

**Conclusion:** According to the analysis it was found that the factors influencing the career planning and skill enhancement of employees are different in every organisation.

## 1. INTRODUCTION

### 1.1 CONCEPT OF CAREER DEVELOPMENT

A person's career may be thought of as a collection of jobs they've done throughout the course of their life. Definition of Employee Development as a Process where development of employees take place through various training programs to acquire new set of knowledge and enhance skills with the complete support and cooperation of supervisors. Development and training are relatively different from each other as it has broader focus, wide scope and longer frame of time. Furthermore the purpose of the former is to enhance the work efficiency of employees while the aim of latter is to make employees developed, enriched and capable. In this, employee gets to learn from experiences which leads to planned and systematic development of person's mind, body and spirit.

Career Development is a continuous systematic effort by an organization whose aim is to develop and enrich human resource of organization keeping in mind the future need of employees and organization. The organization prepare, develops and executes certain programme like mentoring program, coaching and counseling the employees, training & creating opportunities and perform at par with excellence thereby helping the employee to prepare and plan for their career. Growth of career actually promotes the knowledge base, skills and also widens the scope of experiences through learning. Employee undergoes behaviour modification and sees itself as more responsible for the assigned work. Quality of work is also improved through development programs.

Career development is the process through which person's character is shaped and its role and behaviour is aligned with the duties and responsibilities of job description. People get identified

by the work they do and the profession they are in. It allows individual to develop its skills and the process continuous till the entire lifetime of his career. It is not a one time activity rather an on-going process wherein a person undergoes various job occupations as his career progresses along with the support of organization where they provide opportunities of advancing one's career through implementation of different programs. Development of career can take place within the organization by moving to higher job responsibilities, training on new skills, changing portfolios through transferring across departments or it can take place between the organizations by moving to a different organization.

## **1.2 STAGES OF CAREER DEVELOPMENT**

An individual's career is characterized by experiences and learning they attain in their journey as career progresses. To understand the progression of individual's career one has to experience different stages of career in one's lifetime. Every individual has different career development needs and expectations at different phases of life. When joining the organization, every employee look for the career opportunities so that career will be on right track. When an organization recruits an employee and wants to hold a long term relationship with them , the employer must show deep concern and take effective and constructive steps for developing and building up employees career through training programs. Therefore, phases of career development are not same for everyone and they differ from person to person due to differences in perceived journey of everyone.

The stages of career development can be classified under four categories:

1. Establishment Stage
2. Advancement Stage
3. Maintenance Stage
4. Stage of Decline

## **2. LITERATURE REVIEW**

Casey Laughman (2020) has stated that training is a part of the employee's profession. Some of them take it seriously and enhance their skills for it. But, most of the employees usually being board or feel it irrelevant to them. Sometimes, the training itself is outdated or just practiced as a protocol. Thus, employees feel that they have to attend training to satisfy the professional requirement not because they want to attend. Employees training not only improves the employees' performance in their work but along enhances their job satisfaction by making them to feel job happy and willing to stay. Thus, developing a good training strategy and programs that impart skills and development in employees will surely pay back to the organization in long run.

Lars Pedersen (2020) has examined that training supports the employees to get new skills and develop professionally through which employee turnover can be reduced. A survey by LinkedIn reveals that 94 percent of employees were willing to stay in their organizations, if the organization is investing in their career growth and development. Thus, training and development are considered to be vital in all organizations as the average cost involved in losing an employee is high. Hence, it is considered to be fair and wise to invest in employee training and development initiatives by the organizations.

Conrad Drewanz (2019) revealed that reducing employee turnover is considered to be vital aspect for the success of organization as recruiting and retaining talented employees is highly expensive for any business. Training enhances the employee's skills and brings job satisfaction which increases the productivity of the organization. Career growth and personal growth are essential for retaining employees which are achieved through training; hence organizations are strongly focusing on the same to retain employees. The initial training provided to the new comers will help them to understand about the organizations' requirements, standards and

expectations. The later training helps them to acquire new skills that build professional paths for their growth and progress. Employees that get advanced training are more motivated and interested in their careers.

Harish Agrawal's (2019) article has revealed that compared to 2016, the amount of investment in employee training and development initiatives had increase in 2017. It is stated that those organizations invested in training programs had drastically increased that is 218 percent in employee income as compared to those companies without formal and professional training programs. The companies that had training programs were also able to increase their marginal profit up to 24 percent. Thus, it is clear that if the organizations want to increase their profit, investment in training and development initiatives are inevitable.

Joseph Moschetto's (2019) article has stated that If businesses seek to reduce employee turnover,, organizations have to find the reasons that why employees are quitting the organization. There may be numerous reasons for the employees to leave the job such as lack of appreciation, supervision, resource, challenges in work, etc. One of the important areas which are to be focused than other factors is employee's development. Career development is considered to be important for employees as it brings respect and worth to them. The study shows that employees felt that organization is taking care in employees growth and development when their work is appreciated. Career development lifts the employees to fulfill their professional goals and organizational targets. This brings a motivated workforce which will increase the efficiency and productivity of the organization.

### **3. METHODOLOGY**

#### **3.1 RESEARCH METHODOLOGY**

The word "research" is commonly used to describe the process of learning more about anything. Research can also be viewed as a systematic and scientific inquiry into a topic of study. Research, in fact, can be thought of as a creative form of scientific investigation. According to the Advanced Learner's Dictionary of Contemporary English, "research" means "a careful investigation or inquiry especially through search for new facts in any branch of knowledge." According to Redman and Mory, researchers "systematically attempt to gain new knowledge." Study is viewed by some as a passageway into the unknown. It's more of an adventure than anything else. Naturally inquisitive, we all need this trait to push us to learn more when we're faced with the unknown. Humans are naturally inquisitive, and the process by which they uncover the known from the unknown might be called study.

#### **3.2 SAMPLING**

The Universe of the study consists of all the contract research organizations of the Maharashtra state. 120 employees of contract research organization were taken into the sample by using purposive sampling method.

### **4. RESULTS**

#### **4.1 DEMOGRAPHIC PROFILE OF RESPONDENTS**

This chapter's part will include the respondents' gender, age, educational background, and other characteristics.

##### **4.1.1 Gender of Respondents**

Table 4.1 displays the overall profile of responders, broken down by gender. Male respondents made up the majority (N=64, 53.30%) of the total sample, while female respondents made up the remaining 46.70%.

**Table 4.1: Gender of Respondents**

Gender	N	Percentage
Male	64	53.3
Female	56	46.7
<b>Total</b>	<b>120</b>	<b>100</b>

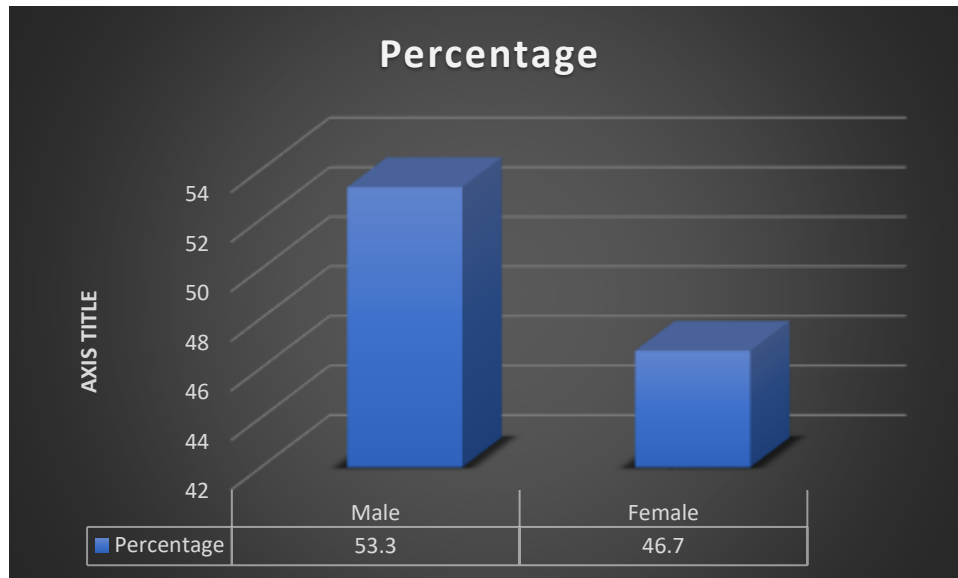


Figure 4.1: Gender of Respondents

**4.1.2 Age of Respondents**

The bulk of respondents (N=72, Percentage=60) are between the ages of 20 and 40, followed by those between the ages of 40 and 60 (N=46, Percentage=38.3). There were no respondents under the age of 20 and just 1.7% of the respondents were older than 60 (N=2).

**Table 4.2: Age of Respondents**

Age (In Years)	N	Percentage
Up to 20	0	0.0
20 to 40	72	60.0
40 to 60	46	38.3
Above 60	2	1.7
<b>Total</b>	<b>120</b>	<b>100</b>

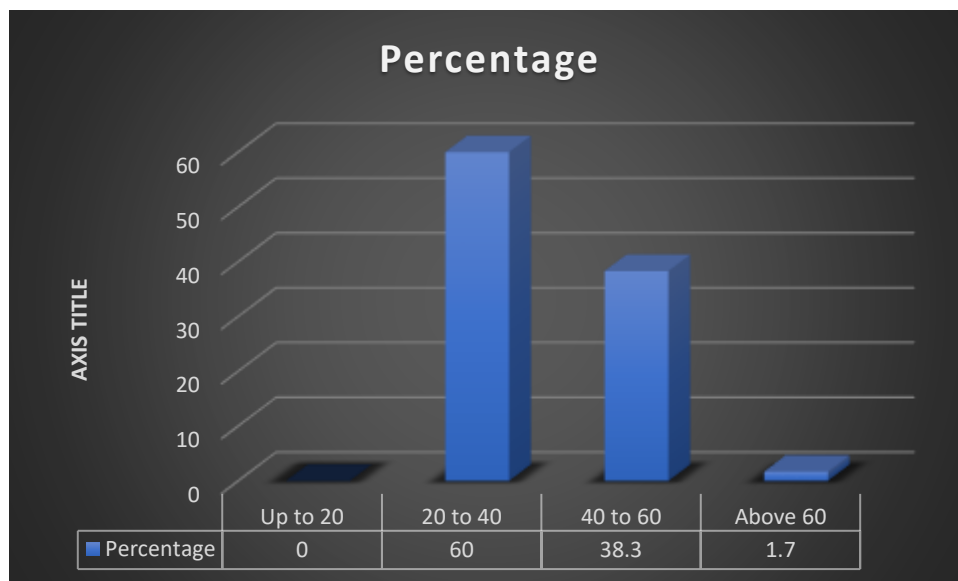


Figure 4.2: Age of Respondents

#### 4.1.3 Area of Residence of Respondents

It was found that 80 percent of respondents (N=96) were from metropolitan areas, while the remaining 20 percent (N=24) were from rural areas.

Table 4.3: Area of Residence of Respondents

Area of Residence	N	Percentage
Urban	96	80.0
Rural	24	20.0
<b>Total</b>	<b>120</b>	<b>100</b>

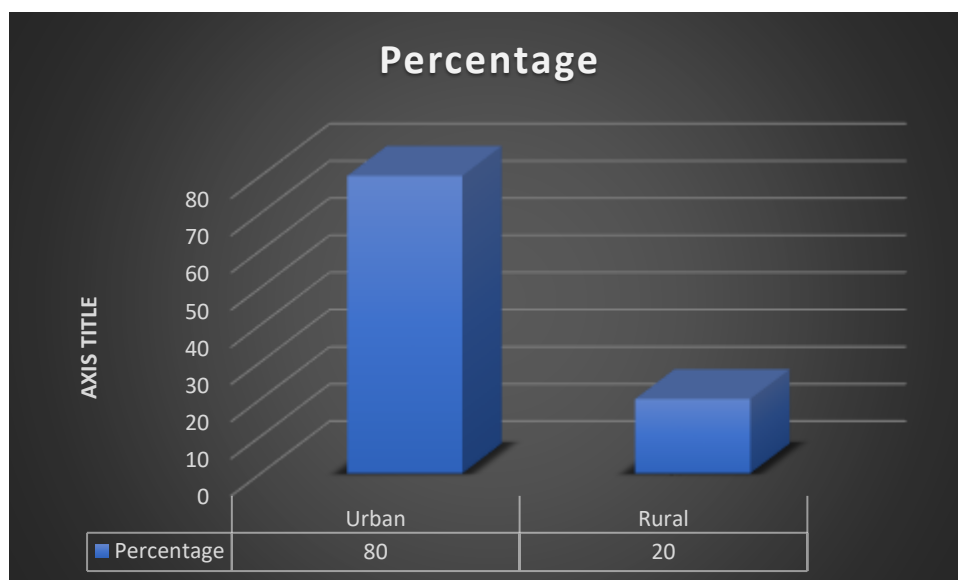


Figure 4.3: Area of Residence of Respondents

## 4.2 STATUS OF CAREER DEVELOPMENT PROGRAMME

### 4.2.1 Statement 1 I know what is expected of me at work

They are aware of what is expected of them at work, according to 45.83% of respondents (N=55), and 39.17% of respondents (N=47) strongly agree with this statement. 10% of respondents (N=12) disagree with the statement, while 5% of respondents (N=6) are unsure of their position. According to the average score (4.14), which indicates predicted agreement with the statement, the respondents are aware of what is expected of them at work.

**Table 4.4: Statement 1**

Response	N	Percentage
Strongly Disagree	0	0.00
Disagree	12	10.00
Neutral	6	5.00
Agree	55	45.83
Strongly Agree	47	39.17
<b>Total</b>	<b>120</b>	<b>100</b>
<b>Mean Score</b>	4.14	
<b>Level</b>	<b>Agree</b>	

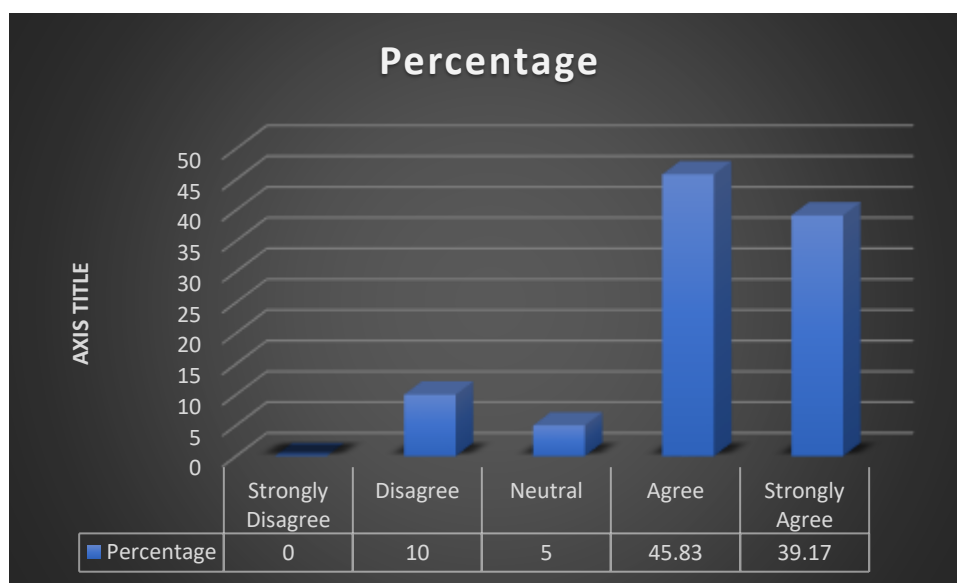


Figure 4.4: Statement 1

#### 4.2.2 Statement 2 I have the materials and equipment to do my work right

When respondents were questioned about whether they have the tools and supplies necessary to do the task correctly, the results are shown in table 4.5. The average score of 4.02 indicates that respondents generally concur with the statement.

**Table 4.5: Statement 2**

Response	N	Percentage
Strongly Disagree	0	0.00
Disagree	14	11.67
Neutral	12	10.00
Agree	52	43.33

<b>Strongly Agree</b>	42	35.00
<b>Total</b>	<b>120</b>	<b>100</b>
<b>Mean Score</b>	4.02	
<b>Level</b>	<b>Agree</b>	

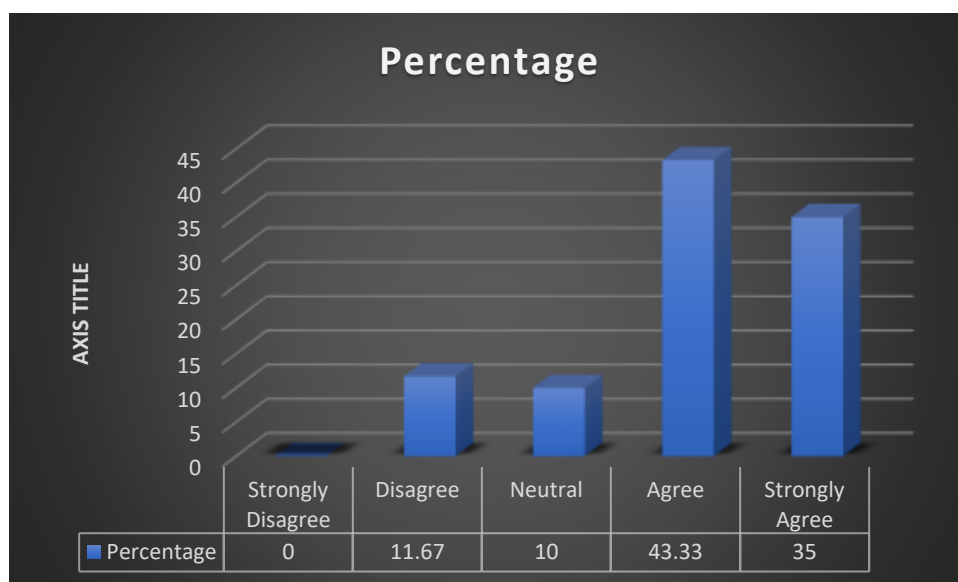


Figure 4.5 Statement 2

#### 4.2.3 Statement 3 At work, I can do what I do best every day

The statement that "At work, they have the opportunity to do what they do best every day" is agreed with by 42.50% of respondents (N=51), and 30.83% of respondents (N=37) strongly agree with it. Out of the remaining respondents, 12.50% (N=15) disagree with this statement, while 14.17% (N=17) feel ambivalent about it. The respondents' overall agreement is indicated by the average score of 3.92.

Table 4.6: Statement 3

<b>Response</b>	<b>N</b>	<b>Percentage</b>
<b>Strongly Disagree</b>	0	0.00
<b>Disagree</b>	15	12.50
<b>Neutral</b>	17	14.17
<b>Agree</b>	51	42.50
<b>Strongly Agree</b>	37	30.83
<b>Total</b>	<b>120</b>	<b>100</b>
<b>Mean Score</b>	3.92	
<b>Level</b>	<b>Agree</b>	

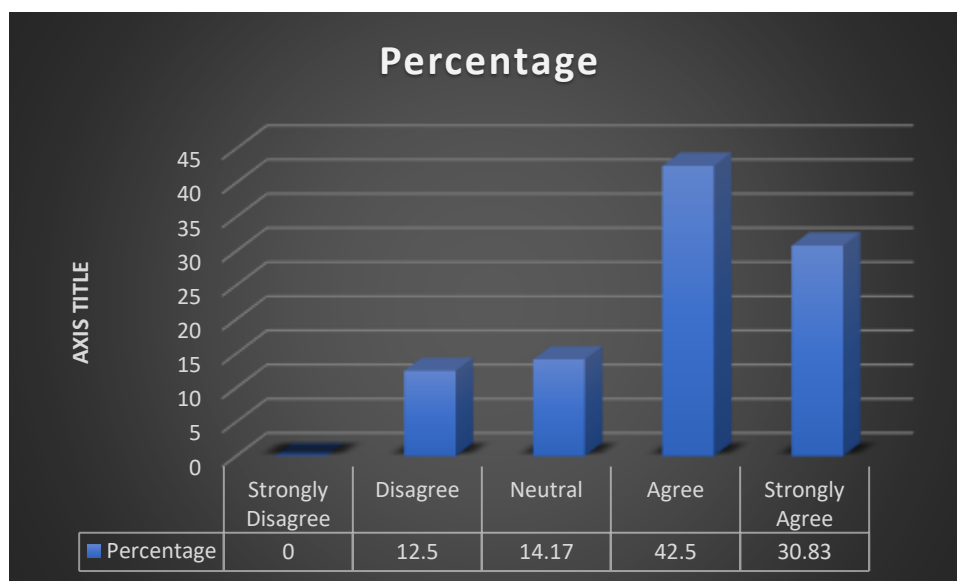


Figure 4.6 Statement 3

## 5. CONCLUSION

The study concluded that the elements that impact workers' ability to plan their careers and grow professionally vary from one company to the next. Because of differences in organisational structure, environment, and work culture, the forces at play in each company are unique. However, it is more accurate to say that the survey has revealed the contrasting viewpoints held by service industry workers. The results also depend on the personal ideology and beliefs of the responder. The research also revealed that HR policies and procedures are the driving force behind engagement initiatives. According to the results, worker happiness increases when businesses invest in their human capital and view their workers as assets rather than liabilities. We also learn from the research which factors—delegation, incentives, involvement, etc.—have the least impact on engagement initiatives.

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