

Organizational Career Management practices impact on Employee Growth in IT Sector

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Abstract - The Radically changing environments are sources of new set of challenges ,where it is challenge for new job seekers. Career management speaks about the competencies each individual should possess and enhancement of their knowledge ,skills and abilities(KSA) so that they meet the present changing environments. Career management is an continuous process where each employee need to plan and focus on refining their skills and implementing those at work place .In order to have career growth employees need to discusses the portfolio of career planning and management practices available to organizations and explores ways by which organizations can use career systems to meet their needs. This Study focuses on the different career management practices which are implemented by organization and how they have the impact on the employee growth. This study involves a questionnaire which was distributed to 100 respondents of different IT companies and the sample data was evaluated using Anova.

Index Terms – career management practices, career growth, competencies.

INTRODUCTION

One of the most disruptive changes in the world of work is the new way we manage our careers. Today this has radically changed giving birth to new set of challenges, a new market of tools, and an exciting new marketplace for job seekers.

Career Management is an Inevitable factor for both organization and individual to fulfill their goals. with present scenarios prevailing in business environments like globalization, competition, technological changes there is need for career management for both individual as well as organization. The old system of career management which was shown as job security as its main character, has to be done away with, in order to align with present challenges. This new system focuses on measuring the performance,

employee empowerment, loyalty of employee and generating future leaders. Career Management is cognizant arranging of employee exercises & commitments in the employment and ones attempts throughout his career for better Examination.

The onus of career management is more on the individual self than the employer. Ensuring personal development in terms of skills, competencies, change in attitude with time are things one may need to take care of on one's own. Short term goals need to met and evaluated. The long-term career goals need to be revised with the change in employment scenario and self. organizations may or may not be concerned in a big way or aligned to your priorities in career and life. Often counseling is of major help in evaluating a job and the future prospects and for establishing clarity of values for they undergo a change with the passage of time.

ORGANIZATIONAL CAREER MANAGEMENT PRACTICES

Organization career management practices means a comprehensive approach to all the activities and techniques facilitated by the organization concerned with the career planning and career growth of its employees. These activities which the management mainly focuses on Retaining the employees. And planning good training programs for the employees to match the present and future needs of the organization. Career management practices also focuses on succession planning. The successful implementation of organization career management practices leads to success in an employees career growth. The criterion of career growth is studied through the employee's career satisfaction. Organization career management strategy refers to process in which the employees' capabilities, interests and values are combined with the organization development process to set career

developmental goals that are acceptable to both organizations itself and its employees.

Organizational career management practices should be focused on Employee growth both in terms of monetary and non-monetary. Employee career growth is a concept that has more efforts where the employees need to focus on continuous changes in the environment and how far they are capable to adapt those changes with minimum amount of disruption and mold themselves to those changes and have job satisfaction. Career management practices which the organization are implementing has a bases for employee retention, job satisfaction, employee motivation, and also succession planning. The different career management practices which are implemented by organisations have impact on employee performance as well as employee's growth. The career management practices include training employees, giving them constant feedback on their performance and providing them platforms to exhibit their knowledge and skills. career management also has great scope for doing succession planning so as to develop future leaders. ,career management has now become an essential prerequisite of effective human resource management improvement of productivity and organizational growth and employee growth. .

LITERATURE SURVEY

According to Ball, B. (1997) Career management is combination of structured planning and the active management choice of one's own professional career Career management definition according to Arnold 1997 are "the attempts that is made to influence the career development of one of more people"

Career management is important to an organization which helps it to secure the skills and knowledge for its future and needs (Adamsonet al., 1998; Martin et al., 2001).

ORGANIZATIONAL CAREER MANAGEMENT

"Lent and Brown" (2006) has defined organizational support for career development (OSCD), is also called "organizational career management" or "organizational sponsorship" and as the programs, processes and assistance that the organizations provide

to support and enhance their employee's career success (Ng et al., 2005; Orpen,1994).

"The other definition as given by Orpen (1994) is organizational career management (OCM) is usually the various policies and practices, deliberately established by organizations to improve the career effectiveness of their employees."

OBJECTIVES OF THE STUDY

- 1.To find out what is the scope for career growth of the employee in the organization.
- 2.To find out up to what extent the organization are implementing policies towards career growth of employees.
- 3.To explore succession planning in the organization to generate future leaders.

RESEARCH METHODOLOGY

Sample Size: It has been decided to conduct research on at least 5 organizations with employee strength of more than 1000 employees and from different IT companies, the sample Size of 100 is taken .

DATA COLLECTION

The primary data :Data collection will be done through questionnaire .

The Secondary Data: The secondary data will be collected from published literature on the topic and from journals, books and data relating IT companies website, magazines etc.

Hypothesis:

Ho: There is no relation between career management practices and employee Growth.

H1: There is a relation between career management practices and employee Growth.

On a Likert scale of 1 to 5, the respondents were asked to express their level of agreement with the study questions. Where scale staes Strongly Disagree, Disagree, Neutral, Agree, and5 Strongly Agree. ANOVA one way is done to analyse the 2 variables. The findings were summarised in Table below.

Anova: Single Factor				
SUMMARY				
Groups	Count	Sum	Average	Variance
Career management Practices are Useful for Employee Growth	5	100	20	466
Feedback is given so that Employee performance is improved	5	100	20	623.5
Training Programs are arranged to improve KSA	5	100	20	902
Mentoring is provided to improve your performance	5	100	20	287.5
career development by encouraging me to engage in workshops related to my work	5	100	20	534
integration of individual career needs and organizational goals is necessary for overall career development.	5	100	20	987.5
Does they Provide Developmental Assignments	5	100	20	491.5

ANOVA						
Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	0	6	0	0	1	2.4453
Within Groups	17168	28	613.14			
Total	17168	34				

FINDINGS

An ANOVA was performed, with a F statistic p-value of 1 as shown in Table above. Because the F-pvalue statistics was equal to 1, it meant that the basic regression model fitted to the above career management practices had a substantial impact on employee growth in different IT companies. So, the null hypothesis is rejected, and alternative hypothesis is accepted.

The career management practices which are implemented by organization have impact on employee's growth and training programs are arranged for employees at regular intervals and they are providing mentoring for employees so they can improve their knowledge and skills. Organizations are also providing different developmental assignments so ability of employees will be identified and opportunities for improving their performance will be shown by the managers.

CONCLUSION AND SUGGESTIONS

The study revealed that providing more resources for the advancement of knowledge, skills, and abilities of employees and promoting growth of employee talents, encouraging workers to participate in relevant workshops and seminars, influence Employees to focus on their career plans, managers or team leaders giving employee feedback on their performance and adjusting working behaviors and patterns were critical in improving employee performance. This study therefore concluded that proper implementation of career management practices gave the organization superior performance compared to its competitors. This was supported by a positive and significant relationship between career management and employee performance. The researcher also suggests career guidance to be availed to all employees from the onset of the induction process. Employees should be guided in formulation of their personal career goals and career plans. This will motivate them to be more committed and increase their loyalty towards the organization. This study also suggests mentorship programs for all employees in order to prepare them for future responsibilities, equip them with the ability to take challenges and improve their current and future performance. Further, the researcher suggest that organizations should have regular seminars, workshops, conferences and webinars to expose their workers to new challenges, new technology and improve their competencies.

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