

A Study on Effectiveness of Career Advancement Strategies Followed In TI ANODE FABRICATORS Private Limited

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Abstract- *The study explores the effectiveness of career advancement strategies followed in TI Anode Fabricators Private Limited, aiming to understand how these strategies contribute to employee capability building. It improves employee performance and productivity. The study examines the relationship between empowering employees and improving performance. By examining current practices and performance metrics, the study aims to provide measures to improve productivity and efficiency.*

The purpose of this project is to investigate the impact of employee skill development on the long-term success of TIAANO. It evaluates how investments in personnel meet the goals of the organization and promote its competitiveness and sustainability in the market. The main objective of this study is to study, analyze and improve the capability of the workforce of TIAANO with special emphasis on skill development, knowledge enhancement and performance optimization.

Utilizing a descriptive research design, the study gathered data from a sample of 200 employees, selected using simple random sampling. To analyze the data, the study used the Statistical Package for Social Sciences (SPSS), employing various statistical tools such as simple percentage analysis, chi-square tests, correlation analysis, regression analysis, and ANOVA.

The results of the study revealed that training when given properly has a significant effect on employee performance. However, it also established that training does not always answer job performance problems. Reward systems such as: salaries, bonuses and allowances were the major ingredients which fuel performance of employees. The results of this study will motivate owners and policy makers to invest in capacity building to enhance their organizational performance and productivity. This study shows effectiveness of career advancement strategies provided by TI ANODE FABRICATORS PRIVATE LIMITED.

Keywords- Capability building, Training, Development, Employee performance.

I. INTRODUCTION

Career Advancement refers to the process of developing and enhancing the skills, knowledge, and competencies of employees within an organization. It involves identifying the gaps in employee capabilities, providing training and development opportunities, and implementing strategies to improve their performance and productivity. Developing a continuous capability building model involves creating a structured framework that promotes ongoing learning, skill development, innovation and adaptation within your organization. The goal of employee capability building is to enhance individual and collective capabilities, allowing employees to better contribute to the organization's success and achieve their full potential. It is an ongoing process that supports employee growth, engagement, and career development.

The Importance of Career Advancement:

- The role of employee capabilities in enhancing project success
- The impact of employee capability building on organizational performance.
- Recognizing the significance of employee capabilities in achieving strategic goals.

The Role of Organizational Culture in Career Advancement:

- Creating a learning culture that supports continuous improvement and knowledge sharing
- The influence of organizational culture on employee engagement and commitment to capability building initiatives

- Promoting a culture of innovation and adaptability within project management practices.

11 core capabilities that are common to successful businesses:

- Attracting, motivating, and retaining competent and committed people
- Making important changes rapidly
- Ensuring that employees and customers have positive and consistent experiences
- Obtaining high performance from employees
- Working across boundaries to ensure both efficiency and leverage
- Generating and generalizing ideas with impact
- Embedding leaders throughout the organization
- Articulating and sharing a strategic point of view
- Doing something new in both content and process
- Managing costs

II. NEED FOR THE STUDY

This study is necessary to know that employee skill development is necessary to understand how organizations can effectively develop, improve and utilize the skills of their workforce. It helps organizations adapt to changing demands, attract and retain talent, address skills gaps, drive innovation and achieve long-term success in a competitive business environment.

III. OBJECTIVE OF THE STUDY

- To enhance employee skills and knowledge.
- To improve employee performance and productivity.
- To achieve long term organizational success.

IV. SCOPE OF THE STUDY

The scope of workforce development research includes analysis of current workforce skills, evaluation of training programs, research on best practices, and evaluation of the impact of skills development initiatives. It also includes exploring the role of technology, employee engagement and organizational culture, and aligning financial impacts with organizational goals. Research can also explore the role of leadership, talent retention, continuous learning and potential challenges in talent development and identify strategies to measure success.

V. LITERATURE REVIEW

Thompson and Patel (2023), Explored the role of diversity and inclusion in leadership development programs. Their research indicated that leadership programs that embraced diversity were more effective in developing a wide range of skills and fostering a sense of belonging among participants. They found that programs embracing diversity were more effective at cultivating a broader range of skills and instilling a sense of belonging among participants. These inclusive programs fostered greater collaboration and innovation within leadership teams.

Smith and Brown (2022), Explore the impact of workplace design on productivity. An ergonomic and well-designed workspace can positively influence employee comfort, focus, and overall performance. Their research indicated that an effective workplace layout can significantly enhance employee comfort, leading to improved focus and overall performance. By integrating ergonomic furniture, optimizing lighting, and creating flexible work areas, organizations can create an environment conducive to productivity. Smith and Brown found that employees working in such settings were not only more efficient but also reported higher job satisfaction. This study underscores the value of workplace design in fostering a positive work environment and boosting organizational productivity.

Brown and Davis (2021), Extended this research by exploring the impact of mentorship programs on employee development. They discovered that employees with mentors were more likely to achieve career goals and were generally more satisfied with their career progression. The study highlighted the importance of mentorship in nurturing future leaders within the organization. The study showed that mentorship plays a crucial role in guiding and supporting employees through their career paths, offering insights, advice, and encouragement. This mentorship-driven guidance not only nurtures individual growth but also contributes to the development of future leaders within the organization. Brown and Davis highlighted that effective mentorship can significantly boost employee satisfaction and career advancement.

Anderson and Patel (2020), Underscores the significance of fostering teamwork and collaboration within organizations. Effective collaboration often leads to synergies, shared knowledge, and higher collective performance. The research highlighted the role of team-building activities in strengthening relationships among employees. By engaging in collaborative exercises, team members can build trust and develop a sense of camaraderie, leading to more cohesive

teams. Anderson and Patel concluded that organizations that invest in building a collaborative culture are more likely to experience higher levels of collective performance and employee satisfaction.

Anderson, K. (2019), In "The Power of Mentoring: Enhancing Skills through Guided Learning," Anderson explores the impact of mentorship programs on employee skill development. The study showcases how mentorship fosters knowledge sharing, skill acquisition, and career advancement. The study illustrates that mentorship fosters a unique learning environment where experienced mentors guide mentees, leading to effective knowledge sharing and skill acquisition.

Carter and Adams (2018), Emphasizes the importance of creating a culture of continuous learning within organizations. Encouraging employees to acquire new skills and knowledge enhances their ability to perform effectively. They found that encouraging employees to acquire new skills and expand their knowledge base can significantly boost their effectiveness and adaptability at work. The research indicated that a culture of continuous learning not only promotes individual skill development but also fosters innovation and problem-solving across the organization.

Armstrong and Baron (2017), Discuss the importance of effective performance management systems. They argue that setting clear performance expectations, providing feedback, and aligning individual goals with organizational objectives are essential for improving performance. First, setting clear performance expectations is foundational. Employees must understand what is expected of them to work towards common goals. This involves detailed job descriptions, clear objectives, and open communication regarding company priorities. When expectations are clear, employees can focus their efforts and are more likely to meet or exceed targets. Second, providing feedback is essential for continuous improvement. Feedback allows employees to understand how their performance is perceived and offers opportunities for growth and development. Armstrong and Baron stress the importance of regular and constructive feedback. It should not be limited to annual reviews but rather be an ongoing process that encourages dialogue and development. This approach helps in identifying areas for improvement while reinforcing positive behaviors and achievements. Third, aligning individual goals with organizational objectives creates a sense of purpose and direction. When employees see how their work contributes to the broader mission of the organization, they are more motivated and engaged. Armstrong and Baron suggest that this alignment fosters a culture where everyone works towards common goals, improving overall performance.

VI. RESEARCH METHODOLOGY

Research Methodology:

Research methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically. In this study the various steps that are generally adopted by a researcher in studying the research problem along with the logic behind him.

Research Design:

Research Design is defined as the "arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure".

Type of research design:

- Exploratory research design
- Descriptive and diagnostic research design
- Experimental/causal research design

The research design followed for the study is a descriptive type of research. It is typically concerned with determining the frequency with which something occurs or how two variables vary together. Descriptive research studies are those studies which are concerned with the characteristics of a particular individual, or of a group.

Sample size:

Number of the sampling units selected from the population is called the size of the sample. Sample of 200 respondents were obtained from the population.

STATISTICAL TOOLS: SPSS (STATISTICAL PACKAGE FOR SOCIAL SCIENCE):

Statistical package for social sciences (SPSS) is meant for statistical analysis of data. It has got tools to obtain accurate results. SPSS is a computer program used for survey authoring and deployment, data mining, text analytics, statistical analysis, and collaboration & deployment. The following statistical tools were used in this study:

1. Simple Percentage
2. Chi-square
3. Correlation analysis
4. Regression analysis
5. Anova

Percentage analysis:

In case Percentage refers to a special kind of ratio. Percentage is used in making comparison between two or more series of data. In this study, the number of people who responded in a particular manner is interpreted in the form of percentages.

Chi-square Test:

The chi – square test is also known as non-parametric test or distribution free test is used when it is impossible to make any assumptions about population or when the researcher is unable to estimate the population's parameters. The main advantages of using non parametric test is that, the researcher can analyse qualitative data. It is used to determine whether the two variables are associated with each other or not. It helps in finding the association between two or more attributes.

Correlation analysis:

Correlation analysis is made to determine the degree of relationship between two or more variables. It does not tell about cause and effect relationship. The values of coefficient of correlation lie between +1 to -1. When $r = +1$, it means there is a perfect positive correlation between the variables. When $r = -1$, it means there is a perfect negative correlation between the variables. When $r = 0$, it means no relationship between the two variables.

Regression analysis:

Regression linear regression is a statistical procedure for calculating the value of a dependent variable from an independent variable. Linear regression measures the association between two variables. It is a modeling technique where a dependent variable is predicted based on one or more independent variables. Linear regression analysis is the most widely used of all statistical techniques.

ANOVA:**Analysis of variance (ANOVA), ONE-WAY AND TWO WAY**

Analysis of variance (ANOVA) has been carried out to compare more than two means at a time. One-way analysis of variance involves only one categorical variable or a single factor, whereas in two-way analysis of variance, two factors on the dependent variable are studied.

The process of analysis is given here under:

One-Factor ANOVA (F-statistics):

Sources of variations	Degree of freedom (df)	Sum of square	Mean square (variance)	F-statistic
Among (Factors)	c-1	SSA	$MSA=SSA/(C-1)$	MSA/MSW
Within (Factors)	n-c	SSW	$MSW=SSW/(N-C)$	
Total	n-1	$SST=SSA+SSW$		

Where,

n = total number of observations in all groups
 c = the number of groups
 $c - 1 = df1$
 $n - 1 = df2$

MSA is the mean squares among or between variances.

MSW is the mean squares within or error variances.

VII. LIMITATION OF THE STUDY

- The study was on 200 selected employees, so their need not be the universal opinion.
- The information provided may be biased.
- Improper time frame for collecting data from employees.
- Language barriers.

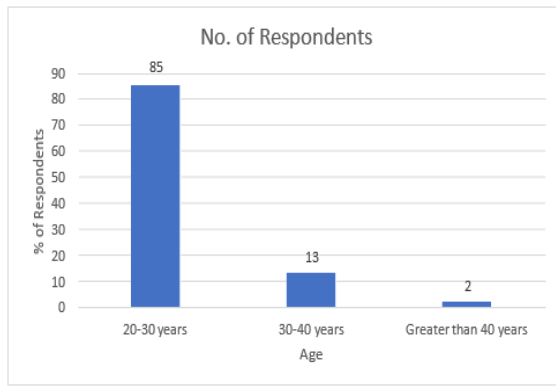
**VIII. DATA ANALYSIS AND INTERPRETATION
PERCENTAGE ANALYSIS****(a) Table showing Age of the respondents**

S No	Age of the respondents	No of respondents	Percentage of Respondents
1	20-30 years	170	85 %
2	30-40 years	26	13 %
3	Greater than 40 years	4	2 %
	Total	200	100%

Interpretation:

Among the 200 respondents, 85% are between 20 to 30 years, 13% are between 30 to 40 years, 2% are greater than 40 years in this study.

Chart showing Age of the respondents



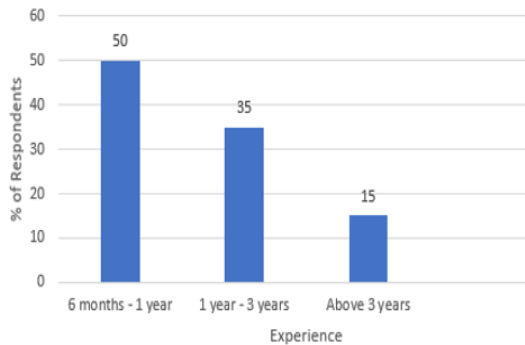
(b) Table showing Experience of the respondents

S No	Experience	No of respondents	Percentage of respondents
1	6 months - 1 year	100	50%
2	1 year - 3 years	70	35%
3	Above 3 years	30	15%
	Total	200	100%

Interpretation:

It can be observed from the above table that 50% of respondents have 6 month to 1 year of experience, 35% of respondents have 1 to 3 years of experience, 15% of respondents have Above 3 years of experience in this study.

Chart showing Experience of the respondents



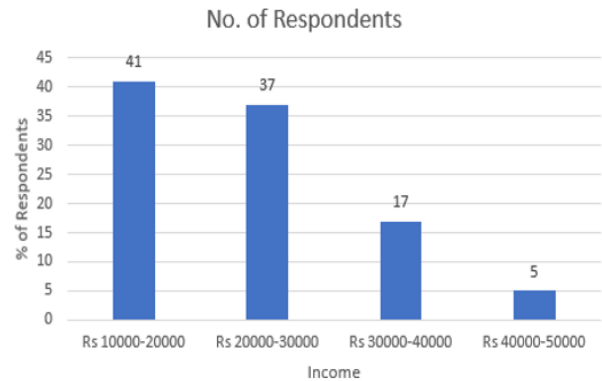
(c) Table showing income of the respondents

S No	Income	No of respondents	Percentage of respondents
1	Rs 10000-20000	82	41%
2	Rs 20000-30000	74	37%
3	Rs 30000-40000	34	17%
4	Rs 40000-50000	10	5%
	Total	200	100%

Interpretation:

It can be observed from the above table that 41% of respondents have 10000 to 20000 income, 37% of respondents have 20000 to 30000 income, 17% of respondents have 30000 to 40000 income, 5% of respondents have 40000 to 50000 income in this study.

Chart showing income of the respondents



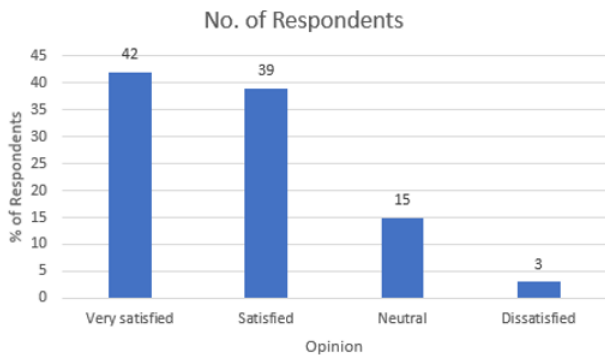
(d) Table showing respondents opinion about skill development opportunities

S No	Opinion	No of respondents	Percentage of respondents
1	Very satisfied	84	42%
2	Satisfied	78	39%
3	Neutral	30	15%
4	Dissatisfied	6	3%
5	Very dissatisfied	2	1%
	Total	200	100%

Interpretation:

From the above table observed that 42% of respondents are Very Satisfied with skill development opportunities, 39% of respondents are Satisfied, 15% of respondents are Neutral, 3% of respondents are Dissatisfied, 1% of respondents are Very Dissatisfied with skill development opportunities in this study.

Chart showing the respondents opinion about skill development opportunities



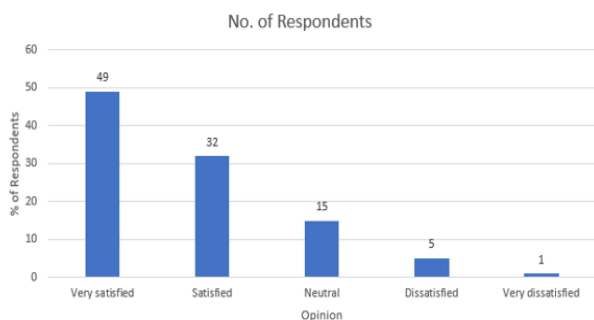
(e) Table showing respondents opinion about company’s support for employee’s professional growth and skill development

S No	Opinion	No of respondents	Percentage of respondents
1	Very satisfied	98	49%
2	Satisfied	64	32%
3	Neutral	26	13%
4	Dissatisfied	10	5%
5	Very dissatisfied	2	1%
	Total	200	100%

Interpretation:

From the above table observed that 49% of respondents are Very satisfied with the company’s support, and 32% of respondents are Satisfied, and 13% of respondents are Neutral, and 5% of respondents are Dissatisfied, and 1% of respondents are Very dissatisfied in this study.

Chart showing respondents opinion about company’s support for employees professional growth and skill development



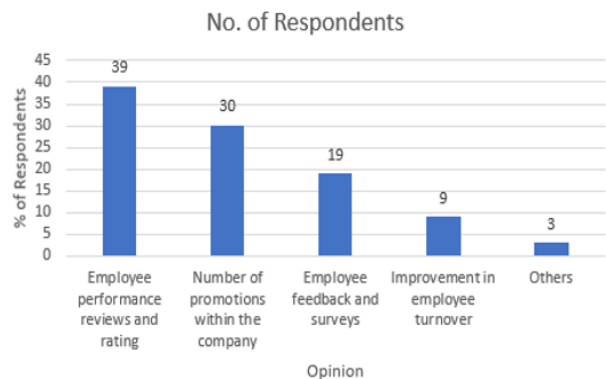
(f) Table showing respondents opinion about the impact of employee capability building program

S No	Opinion	No of respondents	Percentage of respondents
1	Employee performance reviews and ratings	78	39%
2	Number of promotions within the company	60	30%
3	Employee feedback and surveys	38	19%
4	Improvement in employee turnover	18	9%
5	Others	6	3%
	Total	200	100%

Interpretation:

From the above table 39% of respondents are both employee performance reviews and ratings and number of promotions within the company in the impact of employee capability building program, and 19% of respondents are employee feedback and surveys, and 9% of respondents are improvement in employee turnover in this study.

Chart showing respondents opinion about the impact of employee capability building program



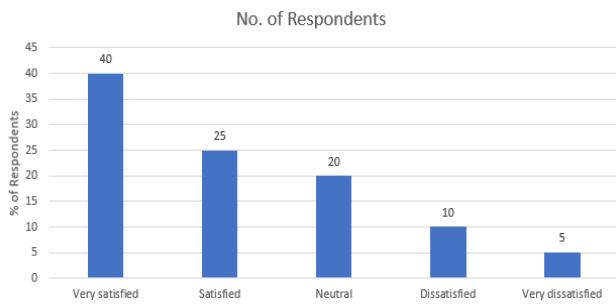
(g) Table showing respondents opinion about additional certifications

S No	Opinion	No of respondents	Percentage of respondents
1	Very satisfied	80	40%
2	Satisfied	50	25%
3	Neutral	40	20%
4	Dissatisfied	20	10%
5	Very Dissatisfied	10	5%
	Total	200	100%

Interpretation:

From the above table observed that 40% of respondents are Very satisfied with additional certifications, and 25% of respondents are Satisfied, and 20% of respondents are Neutral, and 10% of respondents are Dissatisfied, and 5% of respondents are Very dissatisfied in this study.

Chart showing respondents opinion about additional certifications



CHI-SQUARE ASSOCIATION BETWEEN AGE OF THE RESPONDENTS AND SKILLS DEVELOPMENT OPPORTUNITIES OF THE RESPONDENTS TOWARDS EMPLOYEE CAPABILITY

NULL HYPOTHESIS (H0):

There is no association between age of the respondents and skill development of the respondents towards employee capability.

ALTERNATIVE HYPOTHESIS (H1):

There is an association between age of the respondents and skill development of the respondents towards employee capability.

STATISTICAL TEST:

Chi-square was used above hypothesis.

Chi-Square Test:

Age of the respondents			
	Observed N	Expected N	Residual
20-30 years	170	66.7	103.3
30-40 years	26	66.7	-40.7
Greater than 40 years	4	66.7	-62.7
Total	200		

Skill development opportunity of the respondents			
	Observed N	Expected N	Residual
Very satisfied	84	40.0	44.0
Satisfied	78	40.0	38.0
Neutral	30	40.0	-10.0
Dissatisfied	6	40.0	-34.0
Very dissatisfied	2	40.0	-38.0
Total	200		

Test Statistics		
	Skill development opportunity of the respondents	Age of the respondents
Chi-Square	152.000 ^a	243.880 ^b
df	4	2
As. Sig.	.000	.000

- a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 40.0.
- b. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 66.7.

INTERPRETATION:

Since the test statistics is less than to the probability of the alpha error rate (0.05). We reject null hypothesis H0 (i.e.) Accept alternative hypothesis H1.

RESULT:

There is an association between age of the respondents and skill development of the respondents towards employee capability.

CORRELATION BETWEEN IMPACT OF EMPLOYEE CAPABILITY BUILDING PROGRAMS OF THE RESPONDENTS AND CORPORATE SOCIAL RESPONSIBILITY OF THE RESPONDENTS

NULL HYPOTHESIS (H0):

There is no interrelationship between impact of employee capability building programs of the respondents and corporate social responsibility of the respondents.

ALTERNATIVE HYPOTHESIS (H1):

There is a interrelationship between impact of employee capability building programs of the respondents and corporate social responsibility of the respondents.

STATISTICAL TEST:

Correlation was used above hypothesis.

Correlation:

Correlations			
		Impact of employee capability building programs of the respondents	Corporate social responsibility of the respondents
Impact of employee capability building programs of the respondents	Pearson Correlation	1	.965**
	Sig. (2-tailed)		.000
	N	200	200
Corporate social responsibility of the respondents	Pearson Correlation	.965**	1
	Sig. (2-tailed)	.000	
	N	200	200

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

INTERPRETATION:

The significance value of 0.000 indicates that this correlation is statistically significant at the 0.05 level. H1 is accepted. There is a significant different between impact of employee capability building programs of the respondents and corporate social responsibility of the respondents.

RESULT:

The above table there is a pearson correlation value is 1. So it is a strong positive correlation.

IX. FINDINGS

- The study found that 42% very satisfied with the current skills development opportunities provided by the company.
- Majority of 31% engage in continues learning or professional development activities.
- 45% of respondents very satisfied to recommend that company invests more in employee skill development.
- Majority of 49% good rate of the company support for employee professional growth and skill development.
- Majority of 41% very satisfied is CSR to considering employment.

- Majority 49% of respondents are mails from management for receiving updates and news about the company.
- Majority 50% of respondents are always receive feedback progress after participating in a training program.
- Majority 40% of respondents are very satisfied with the level of support provided by the company for pursuing additional certifications.
- If the p-value is less than or equal to the alpha error rate (0.05), then you reject the null hypothesis H0 and accept the alternative hypothesis H1. There is an association between age of the respondents and skill development of the respondents towards employee capability in this chi square analysis.
- If the significance value is 0.000, this indicates a statistically significant result at the 0.05 level. Consequently, you would reject the null hypothesis, indicating there's a significant correlation. There is a pearson correlation value is 1. So it is a strong positive correlation.

X. SUGGESTION

- Provide training, cross-training, and online courses to enhance skills twice a month. Host workshops, seminars, and 'lunch and learn' sessions. Develop career plans, support certification, and encourage attending industry conferences.
- Train regularly, set clear goals, encourage feedback, provide mentorship, use technology, and promote a positive workplace culture.
- To create career paths, encourage internal promotions, and support ongoing education and skill development.

XI. CONCLUSION

A study on effectiveness of career advancement strategies related to the TI Anode Fabricators project shows the tangible benefits of investing in human capital. It shows how a strategic focus on employee development improves skills, increases job satisfaction, a culture of innovation and a sustainable competitive advantage. TI Anode Fabricator’s unwavering commitment to workforce growth is an inspiring model for other organizations aspiring to achieve similar positive results in their pursuit of excellence. This not only improved the skills and performance of the workforce, but also resulted in a more satisfied and engaged workforce. These benefits in turn increased productivity, product quality and innovation. Overall, TI Anode Fabricator’s commitment to employee skill development is a great example of how

investing in human capital can yield significant positive results for an organization.

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