A Study on Career Planning And Development Brakes India Private Limited

M. Gokula Priya[1], Dr.S. Rathika[2]
[1]Dept of MBA
[2]Associate Professor/Head, Dept of MBA
[1, 2] Prince Shri Venkateshwara Padmavathy Engineering College, Chennai -127

Abstract- *This study has been enriched in Brakes India Private Limited to identify Career planning and development. Career planning is the process by which individuals determine their career objectives and strategize how to attain them. From an organizational standpoint, career planning aids employees in charting out their career trajectories in a manner that benefits both the individual and the organization Career development lies at the core of human progression, encompassing a blend of sociological, psychological, physical, economic, and circumstantial factors that shape an individual's professional journey.*

This project report investigates career planning and development at Brakes India Private Limited, Polambakkam, with a sample size of 200 employees. The objectives include studying the impact of organizational support on employee career planning and development, analyzing employee awareness regarding their career and its development, and proposing measures to enhance employee efficiency. Statistical tools such as chi-square, regression, correlation, and ANOVA were employed, with a descriptive research design.

Based on the findings, the study offers a set of practical recommendations to strengthen career planning and development initiatives. These recommendations advocate for the implementation of regular workshops aimed at disseminating information about advancement programs, the formulation of personalized development plans tailored to individual aspirations and competencies, and the fostering of transparent communication channels between managers and employees.

By prioritizing these recommended enhancements, Brakes India can cultivate a supportive environment that not only facilitates career growth but also enhances employee satisfaction, retention, and overall organizational productivity.

Keywords*- Career planning, Career development Organizational support, Advancement programs.*

I. INTRODUCTION

A career is described as the evolving sequence of person's work experiences overtime. It comprises of a series of work- related activities, that provide continuity, order and meaning to a person's life. Career planning is the process by which individuals determine their career objectives and strategize how to attain them. From an organizational standpoint, career planning aids employees in charting out their career path in a manner that benefits both the individual and the organization. It outlines a path for the growth and development of employees from their entry into the organization until their retirement. Career development lies at the core of human progression, encompassing a blend of sociological, psychological, physical, economic, and circumstantial factors that shape an individual's professional journey. It is incumbent upon organizations to furnish their employees with opportunities for career advancement, a process that augments their capacity for growth and facilitates transitions to new career paths.

A structured and targeted approach that assesses an individual's current career status and outlines their desired future trajectory using SMART goal setting is known as a career development plan. By identifying an individual's career aspirations and formulating a strategic action plan for their holistic growth, they are better equipped to effectively pursue and achieve their goals. This plan encompasses both short-term and long-term objectives, along with the necessary actions, training courses, and developmental activities required to attain them.

1. Self-Assessment

Self-assessment in career development involves looking inward to understand one's strengths, weaknesses, interests, values, and goals in relation to their career aspirations. It's a reflective process where individuals analyze their skills, experiences, and preferences to make informed decisions about their career paths. Self-assessment tools and exercises, such as personality assessments, skills inventories, and values clarification exercises, can aid in this process.

2. Career Awareness

Career awareness in the career development process involves gaining knowledge and understanding about various career options, industries, job roles, and opportunities available. It's about exploring different paths and learning about the skills, qualifications, and experiences needed for different careers.

3. Goal Establishment

Setting clear short-term and long-term goals is a pivotal step in career development, as it provides a roadmap for achieving desired career outcomes. Short-term goals are actionable steps, while long-term goals can be adjusted based on individual progress.

4. Skill Enhancement:

Once career objectives are defined, acquiring necessary skills becomes crucial for progression. Skill development can be pursued through self-directed learning or by enrolling in structured training programs, online or offline. Mastering essential skills is key to advancing to the next stage.

5. Performance

With the acquisition of relevant knowledge and skills, effective execution of tasks and responsibilities within one's career becomes paramount for advancement along the chosen career path.

II. NEED FOR THE STUDY

Studying career planning and development is essential because it helps individuals make informed decisions about their career paths, navigate transition, set goals, and maximize their potential. It enables people to align their skills interest, and values with opportunities in the job market, leading to greater job satisfaction, advancement, and fulfilment. Additionally, understanding career development theories and practices can empower individuals to adapt to changing economic landscapes and personal aspirations throughout their professional lives.

III. OBJECTIVES OF THE STUDY

- To analyze the awareness of the employees about their career and its development.
- To study the impact of organizational support on career planning and development of employees.

- To suggest appropriate measure to improve the efficiency of employees

IV. SCOPE OF THE STUDY

This study aims to examine career planning and development initiatives in the industry, particularly those aimed at enhancing employee welfare. It seeks to understand the various programs implemented to promote career growth among employees and evaluate executives' perspectives and attitudes towards these initiatives, including their perceived effectiveness and contribution to a supportive work environment.

V. LITERATURE REVIEW

Dr. Parveen Ahmed (2023) mentioned that successful careers are managed through careful career planning. Without an understanding of career goals and career paths, planning is unlikely. Usually, there are two way of career planning. One is individual career planning; another is organizational. Individual career planning is influenced by various factors. Planning by the organization include creating, publicizing, and maintaining the program through training and information. But the responsibility for career planning and development stays with the employee. The implementation of career plans requires career development. These actions may be sponsored by the personnel department, or they may be activities that employees undertake independent of the department. Personnel departments gave little support to career planning. When promotable talent is scarce, human resource departments usually reacted with crash training programs or additional recruitment. Human resource planning and career planning seldom occurred. This study identifies the factors that hinders the career planning and to solve those in the context of Bangladesh. So, that one 's career planning becomes effective. There should be human resource planning in the organization. Short term and long-term policy for career planning should be formulated as soon as possible. Implementation of career development policy should include detail rules and procedure regarding the entire human resource development in the organization.

Rimjhim Jha (2023), provided a review of research studies in Career Planning of employees, already published in various journals and articles. There are many attributes of career management, but review has grouped few attributes in the literature viz Career Management: Career-Planning and Career- Management, Career-Guidance, Career-Planning by Individual, Career- Planning by Organization, Career Satisfaction, Top Management Support, Career Planning Practices. Career Management is very important to survive in

today's competitive world. Career-Planning can be done by the individuals; they can plan their career according to their own priorities. Organizations also these days have implemented strategies for Career plans of their employees. It gives motivation to the employees. Researches have proved that it is related with Job Satisfaction and improves Organizational Citizenship behavior in employees. While implementing the policies, mutual benefits of employee and organizations should be kept in mind.

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 behaviours 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 MEDHODOLOGY

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 25 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.

- Simple Percentage
- Chi- square
- Correlation analysis
- Regression analysis
- 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 28 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 modelling 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.

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
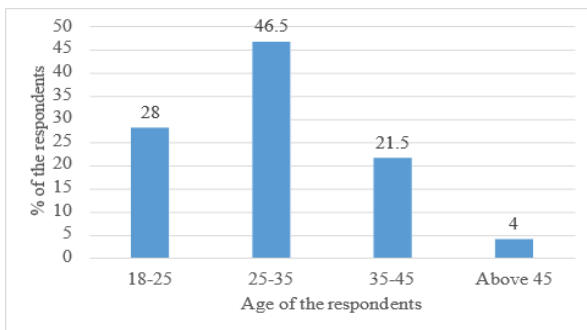## PERCENTAGE ANALYSIS

(a)Table showing Age of the respondents

S.no	Age of the respondents (in years)	No.of respondents	Percentage of the respondents
1	18-25	56	28%
2	25-35	93	46.5%
3	35-45	43	21.5%
4	Above 45	8	4%
	TOTAL	200	100%

Interpretation:

Out of 200 respondents, 46.5% are between 25 to 35 years, 28% are between 18 to 25years, 21.5% are between 35 to 45 years and 4% are above 45 years.

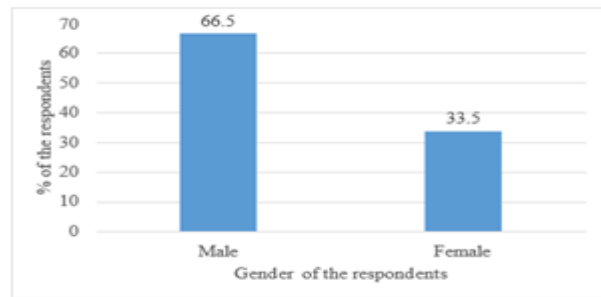**Chart showing Age of the respondents**

(b)Table showing Gender of the respondents

S.no	Gender of the respondents	No.of respondents	Percentage of the respondents
1	Male	133	66.5%
2	Female	67	33.5%
	TOTAL	200	100%

Interpretation:

It is observed that 66.5% are male respondents and 33.5% are female respondents

**Chart showing Educational qualification of the respondents**

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(c)Table showing Educational qualification of the respondents

S.no	Educational qualification	No.of respondents	Percentage of the respondents
1	Diploma	90	45%
2	Undergraduate	85	42.5%
3	Postgraduate	10	5%
4	Others	15	7.5%
	TOTAL	200	100%

Interpretation:

It can be observed that 45% of respondents are completed Diploma, 42.5% of respondents are completed Undergraduate, 10% of respondents are completed Postgraduate, and 7.5% of respondents are completed other qualifications.

**Chart showing Gender of the respondents**
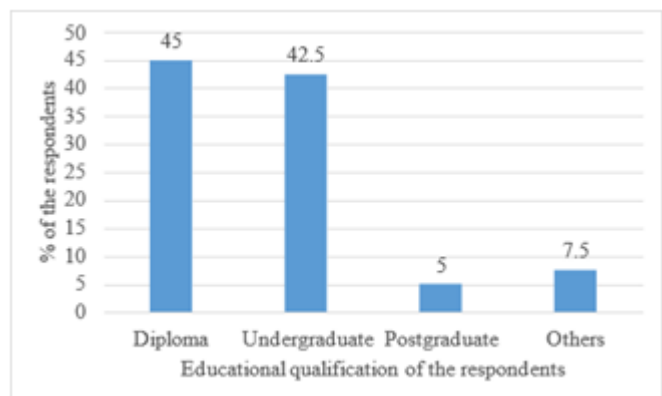
(d) Table showing Work Experience of the respondents

S.no	Work Experience of the respondents	No.of respondents	Percentage of the respondents
1	0-2 years	19	9.5%
2	2-5 years	96	48%
3	5-10 years	74	37%
4	Above 10 years	11	5.5%
	TOTAL	200	100%

Interpretation:

Majority of respondents 55% have 2to5 years of experience, followed by 30% with 0to2 years,10% with 5to10 years& 5% with above 10 years.

Chart showing Work Experience of the respondents
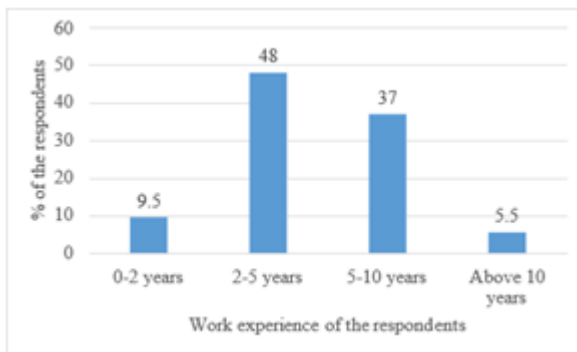
(e)Table showing Level of opportunities for skill Development

S.no	Opinion	No.of respondents	Percentage of the respondents
1	Excellent	10	5%
2	Good	81	40.5%
3	Neutral	89	44.5 %
4	Poor	18	9 %
5	Very poor	2	1 %
	TOTAL	200	100%

Interpretation:

It can be observed 44.5% of respondents are neutral with the opportunities for skill development, 40.5% of respondents are showing good, 9% of respondents are showing poor, 5% of respondents are showing excellent and 1% of the respondents are showing very poor.

**Chart showing Level of opportunities for skill development**
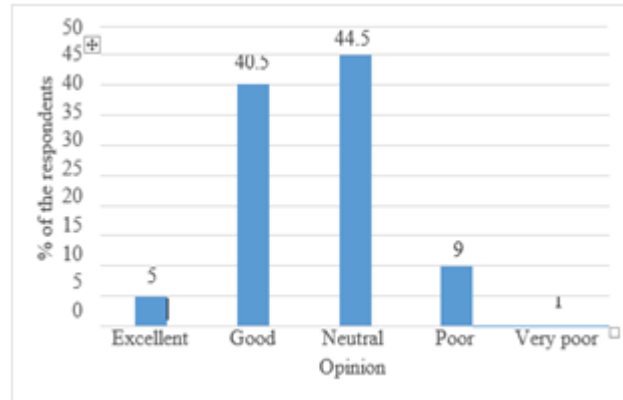
(f)Table showing Career development opportunities within company

S.no	Opinion	No.of respondents	Percentage of the respondents
1	Strongly agree	23	11.5%
2	Agree	73	36.5 %
3	Neutral	68	34 %
4	Disagree	34	17 %
5	Strongly disagree	2	1 %
	TOTAL	200	100%

Interpretation:

It is observed that 36.5% of the respondents are showing agree of career development opportunities, 34% of the respondents are showing neutral, 17% of the respondents are showing disagree, 11.5% of the respondents are showing Strongly agree and 1% of the respondents are showing strongly disagree

Chart showing Career development opportunities
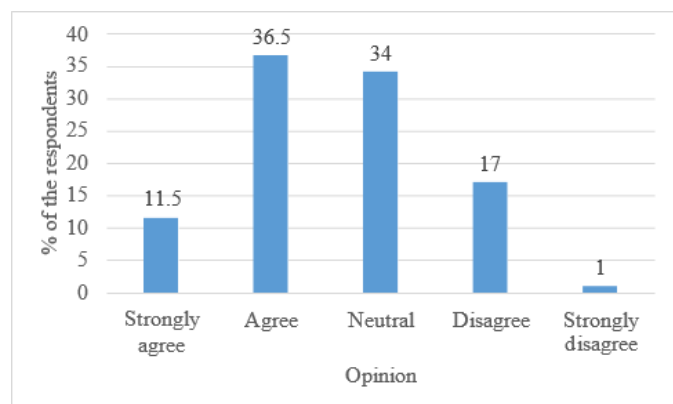
(g)Table showing Work-life Balance Satisfaction in Career Growth

S.no	Opinion	No.of respondents	Percentage of the respondents
1	Very satisfied	15	7.5 %
2	Satisfied	56	28 %
3	Neutral	78	39 %
4	Dissatisfied	46	23 %
5	Very dissatisfied	5	2.5 %
	TOTAL	200	100%

Interpretation:

It is observed that 39% of the respondents are neutral with the work life balance satisfaction in career growth, 28% of the respondents are satisfied, 23% of the respondents are dissatisfied, 7.5% of the respondents are very satisfied and 2.5% of the respondents are very dissatisfied.

CHI-SQUARE ASSOCIATION BETWEEN OPPORTUNITIES AVAILABLE FOR DEVELOPING NEW SKILLS AND AGE OF THE RESPONDENTS

NULL HYPOTHESIS(H0):
There is no association between opportunities available for developing new skills and age of the respondents.

ALTERNATIVE HYPOTHESIS(H1):
There is an association between opportunities available for developing new skills and age of the respondents.

STATISTICAL TEST
Chi-square was used the above hypothesis.

AGE OF THE RESPONDENTS			
	Observed N	Expected N	Residual
18-25 years	56	50.0	6.0
25-35 years	93	50.0	43.0
35-45 years	42	50.0	-7.0
Above 45 years	8	50.0	-42.0
Total	200		

OPPORTUNITIES FOR DEVELOPING NEW SKILLS			
	Observed N	Expected N	Residual
Excellent	10	40.0	-30.0
Good	81	40.0	41.0
Neutral	89	40.0	49.0
Poor	18	40.0	-22.0
Very poor	2	40.0	-38.0
	200		

	Age of the respondents	Opportunities for developing new skills
Chi-Square	73.960[a]	172.750[b]
df	3	4
Asymp. Sig.	.000	.000

A)0cells (0.0%) have expected frequencies less than 5. The minimum expected cell 0 frequency is 50.0.

B)0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 40.0.

INTERPRETATION:

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

RESULT:
There is an association between opportunities available for developing new skills and age of the respondents

CORRELATION BETWEEN COMPANY SUPPORT FOR TECHNICAL GROWTH AND DEVELOPMENT AND WORK LIFE BALANCE FOR CAREER GROWTH

NULL HYPOTHESIS(H0):
There is no interrelationship between company support for technical growth and development and work life balance for career growth.

ALTERNATIVE HYPOTHESIS(H1):
There is an interrelationship between company support for technical growth and development and work life balance for career growth.

STATISTICAL TEST
Correlation was used the above hypothesis.

		Company encouragement on technical growth and development	Work life balance satisfaction in career growth
Company encouragement on technical growth and development	Pearson Correlation	1	.085
	Sig. (2-tailed)		.232
	N	200	200
Work life balance satisfaction in career growth	Pearson Correlation	.085	1
	Sig. (2-tailed)	.232	
	N	200	200

INTERPRETATION:

Hence the significant occurs 0.232 so H1 is accepted. There is a significant difference between company support for technical growth and development and work life balance for career growth.

RESULT:

The above table there is a Pearson correlation value is 1. So it is a perfect positive correlation

IX. FINDINGS

- Majority 46.5% of respondents are between 25-35 years old.
- Majority 66.5% of the respondents are Male.
- Majority 72.5% of the respondents are Undergraduate
- Majority 48% of the respondents are having 2-5 years of work experience.
- Majority 54.5% of the respondents are Unmarried in their marital status.
- Majority 45.5% of the respondents are satisfied with the company they work for.
- Majority 44.5% of the respondents are Neutral with the opportunities for skill development.
- Majority 41% of the respondents Neutral with the availability of multifunctional training.
- Majority 36.5% of the respondents are Satisfied with the career development opportunities within company.
- Majority 40% of the respondents are Neutral with the company encouragement in technical growth and development.
- Majority 36% of the respondents are moderately understanding your career aspirations.
- Majority 39% of the respondents are neutral with the work life balance to support career growth.

X. SUGGESTION

- Regular workshop sessions can be conducted to inform employees about available career advancement programs, opportunities for skill development.
- Offer personalized development plans and mentorship opportunities to help employees achieve their career goals effectively.
- Encourage regular one-on-one discussions between managers and employees to provide constructive feedback, set clear career goals, and track progress over time.

XI. CONCLUSION

In conclusion, the evaluation of career planning and development at Brakes India Private Limited underscores the need for improvements to cultivate a more dynamic and supportive environment for employee growth. While the company demonstrates some initiatives in this area, enhancing awareness, personalization of development programs, and strengthening managerial guidance are crucial steps forward. Implementing recommended strategies such as regular workshops, tailored development plans, and transparent communication channels between managers and employees can significantly enhance the company's productivity and performance. By prioritizing these enhancements, Brakes India can not only boost employee satisfaction but also elevate its competitive edge and overall success in the industry.

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