

**A Study on Theoretical Perspectives of Career Development Initiatives**

Jayaramakrishnan .A  
MBA, Department of Management Studies  
Bharath Institute of Science and Technology,  
Department Of Management Studies  
Selayur, Chennai, Tamil Nadu 600 073  
Bharath Institute of Higher Education and Research

**ABSTRACT**

A profession has been defined as the series of a person's experiences on diverse jobs over the period of time. It is viewed as basically an association connecting one or more organizations and the person. To some a career is a vigilantly worked out strategy for self-development to others it is a calling-life task to others it is a journey to self-finding and to still others it is existence itself.

**1. INTRODUCTION**

Career expansion refers to set of programs intended to equal an individual's needs, abilities, and profession goals with existing and future opportunities in the association. Where career map sets profession path for a worker, career development ensures that the worker is well developed before he or she moves up the next senior hierarchy.

**2. RESEARCH METHODOLOGY**

**RESEARCH DESIGN**

The type of research carried out for this project is descriptive in nature:

**SAMPLING DESIGN**

A definite plan for obtaining a sample from a given population. The sample of 100 employees is taken.

**POPULATION**

The employees were categorized as middle level and low level employees

**SAMPLE SIZE**

100 employees were taken as the sample respondent.

**SAMPLING METHOD**

Judgmental Sampling technique was used in which researcher choose any item from the whole population which he thinks or take as the typical and true representative of the population.

**3. METHOD OF DATA COLLECTION**

The task of data collection begins after a research problem is being defined and research design chalked out.

**DATA CLASSIFICATION**

**SHOWS THE DATA CLASSIFICATION OF THE RESPONDENTS**

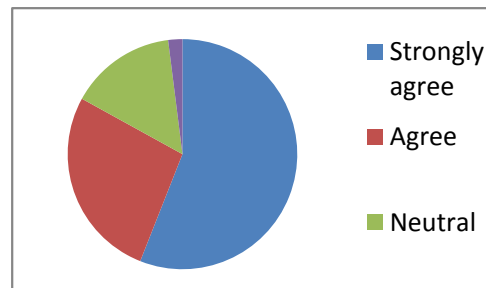
| S.NO | PARTICULARS    | FACTORS          | NO OF RESPONDENT | PERCENTAGE |
|------|----------------|------------------|------------------|------------|
| 1    | Age            | Adult (21-40)yrs | 75               | 75%        |
|      |                | Mid-life (40-55) | 25               | 25%        |
| 2    | Gender         | Male             | 63               | 63%        |
|      |                | Female           | 37               | 37%        |
| 3    | Marital status | Married          | 60               | 60%        |
|      |                | Unmarried        | 40               | 40%        |
| 4    | Qualifications | B.sc             | 30               | 30%        |
|      |                | B.B.A            | 32               | 32%        |
|      |                | M.sc             | 25               | 25%        |
|      |                | Others           | 23               | 23%        |

**TABLE NO 1****PERCENTAGE ANALYSIS**

**VIEWS OF THE RESPONDENTS ABOUT ATTAINING OBJECTIVES**

|   | OPTIONS           | NO OF RESPONDENTS | PERCENTAGE |
|---|-------------------|-------------------|------------|
| A | Strongly Agree    | 56                | 56%        |
| B | Agree             | 27                | 27%        |
| C | Neutral           | 15                | 15%        |
| D | Disagree          | 2                 | 2%         |
| E | Strongly disagree | 0                 | 0%         |
|   | Total             | 100               | 100%       |

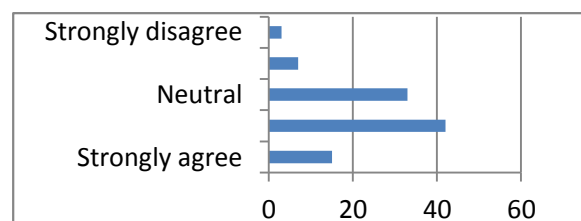
**TABLE NO 2**

**ATTAINING OBJECTIVES****CHART NO 1****INTERPRETATION**

From the above charts it is found that most of the employee strongly agrees to their attaining career objectives, whereas none was strongly disagreeing in doing so.

**VIEW OF RESPONDENTS IN DOING THE WORK EVEN WHEN THEY DON'T LIKE**

|   | OPTIONS           | NO OF RESPONDENTS | PERCENTAGE |
|---|-------------------|-------------------|------------|
| A | Strongly agree    | 15                | 15%        |
| B | Agree             | 42                | 42%        |
| C | Neutral           | 33                | 33%        |
| D | Disagree          | 7                 | 7%         |
| E | Strongly disagree | 3                 | 3%         |
|   | Total             | 100               | 100%       |

**TABLE NO 3****DOING WORK EVEN WHEN THEY WON'T LIKE****CHART NO 2****INTERPRETATION**

From the above table it is observed that 42% of the employee agreed to do work even when they dislike it while only 3% strongly disagreed with the statement.

**5. FINDINGS**

- The chapter highlights major inference drawn from the study results and also presents certain workable suggestions for implementation.
- Most of the employees have felt that they are successful in attaining their career objective.
- Very few employees disagreed to do the work even though inspite of not liking it.
- Almost all the employees agreed upon the organization providing a safer environment.
- Though most of the employees used to complete their job on time, there were few who disagreed.
- It has been found that employees will look forward to change in job if the job allotted to them is monotonous.
- Many of the employees felt their efforts are not been encouraged and recognized.
- Most of the employees considered the constant training provided to them is enhancing their career.
- Among the respondents very few disagreed to not following the rules and regulations of the organization.
- Half of the employees were not satisfactory with the working condition provided.
- Majority of the respondents were happy with their growth in the organization.

**6. SUGGESTIONS**

- As majority of the employee giving opinion that they are satisfied is the factor and policy of the company.
- The organization must improve upon their working conditions and their hr policy as well as appraisal method also.
- The organization need to do or improve activity which related to the employee career for their future.

- Employees should be motivated with rewards and recognition for their achieved task towards the organizational goal by this we can motivate them.
- Superiors must encourage their subordinates to perform better and also they need to keep the friendly relationship with employee by this employee can clear their doubt which related to career of an employee.
- Trust and good faith have to be inculcated in employees through team building exercises.

## **7. CONCLUSION**

On the basis questionnaire and personal interviews with the employees It was also found that promotion is the major reason that sticks them with the current job. Employees also prefer sound reorganization 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 medical equipment industry are adequately fulfilled. And study concludes that in medical industry because of its monotonous task and due to tough pressures well as more stress and frustration, need to be handling the careers of most valuable asset that is the People.

Conclusively that was worthwhile to choose such topic as project, which is not only important for an employee and employer, 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.

## **8.REFERENCE**

- 360 degree feedback and competency mapping by Radha Sharma
- Taking charge of your career(paperback- 2004) by Kannan R
- Armstrong M. (2001). A Handbook of Human Resource Management Practice (8thed.). London: KoganPage.
- Baruch, Y. (2003). Career Systems in Transition: A Normative Model for Career Practices. Personnel review, 32(2), 231-251.
- Beardwell, I. and Holden, L. (1997). Human Resource Management: A ContemporaryPerspective (2nd ed.). London: Pitman.
- Cascio, W. (2003). Managing Human Resources, Productivity, Quality of Life, Profits(6th ed.). New York:
- McGraw Hill.
- Chen, C. (2004). Positive Compromise: A New Perspective for Career Psychology.

- Australian Journal of career development, 13(2), 17-27.
- Cummings, T. and Worley C. (2005). Organization Development and Change (8thed.). Ohio:
- South-Western.
- International Business and Management
- Vol. 2, No. 2. 2011, pp. 117-127