

# An Investigation of Career Planning and Development for Workers in Information Technology Firms in Chennai

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**Abstract**—This study aims to examine career planning (CP) and development in IT firms in Chennai. Data for the present study were collected through a questionnaire administered to workers in several IT firms. To determine the factors contributing to the study, the researchers analyzed the data using chi-square test, ANOVA, and regression. Training, employee skills, and productivity have been demonstrated to support CP and development. Conducting CP examinations helped the study gain insight into job classifications, promotion standards for various levels, employee development initiatives offered by the company, etc.

**Index Terms**—Career Planning, Career Development, Productivity, Organizational Development, Training. JEL: J24

## I. INTRODUCTION

The process of thoroughly organizing your professional objectives, abilities, and opportunity assessment is known as CP. A significant component of professional and methodical development is CP and development. Stated differently, CP is the process of figuring out which job route best fits your goals, interests, and personality. If you currently enjoy your employment, you can use the CP development to set short- and long-term achievements for what you hope to accomplish over the next five, ten, or twenty years. You may decide to change occupations after weighing your options. CP is a purposeful process of learning about oneself, available possibilities, alternative options, and obstacles along the path because both the individual and the organisation have an interest in the individual's life. In order to give the proper guidance, time, and order for accomplishing a particular career

goal, it entails establishing career-related goals and completing on-the-job education and related developmental training.

In order to get progresses, stability, new skills, ongoing learning in your profession, CP, and development, career development (or CD) is an ongoing activity that will assist you in tracking where you envision yourself on your career path. You can begin working on career organization once you have established some personal objectives.

In order to achieve progress, stability, new skills, lifelong culture, CP, and development, CD is a continuous process that assists you in tracking where you see yourself on your career path. You can start working on career management when you have established some personal objectives. The process of acquiring and using short-term abilities to advance towards long-term professional objectives is known as CD. This process, which repeatedly lasts a lifetime, entails always reaching predetermined goals for your preferred job path. In order to achieve greater professional progress, a significant portion of CD involves reflecting on and exploring your work's purpose.

The goal of CD is to identify the experiences and abilities that will help you advance in your profession and to manage career growth by directing these processes in little steps, sometimes known as ladder steps.

II. CAREER PLANNING PROCESS:



Sources: <https://shorturl.at/w05eO>

1. Self-Assessment: The first phase in the development of the person to evaluate themselves in order to determine their aptitudes, interests, goals, etc.
2. Research on Careers & Opportunities: in the process is to comprehend career progression chances, organisations that are offered, and professional options. Finding the ideal prospects requires conducting thorough investigation. A person should be aware of the trends in the sector and the areas that are expanding.
3. Set Career Objectives: The following steps in CP are to have a clear career path and set short- and long-term goals for oneself. These can be divided into two categories: short-term goals and long-term professional vision. A strategy based on specific goals ought to exist.
4. Learn & Improve Skills: Learning new things in accordance with career objectives and goals is the fourth step in the process. Goals, desires, and skills can often be obvious gaps. Planning is necessary to cover those gaps and obtain those abilities, which will enable the CP to be carried out effectively.

5. Preparation of CV/Resume: in this process fully prepared with a cover letter, CV, recommendations, etc. The abilities, credentials, and goals that correspond with a person's CP should be highly displayed on the CV.

6. Job/Work Search

Making a selection of potential employers and beginning the application process is the sixth stage. Functioning on an industrial scheme is an additional option.

7. Modify Career Goals

In order to build a hard career path, the last stage in the CP development is to regularly review the career achievements and do another self-evaluation.

8. Features of CP and CD:

- Target alignment
- Individual approach
- Evaluation of skills
- A long-range perspective
- Both adaptability and flexibility

III. REVIEWS

Kwenin (2013) the study looked at Vodafone Ghana's work environment and chances for professional growth. The degree of employee retention within the company was also investigated. Out of 1420 people in the population, 142 people were chosen as the sample size. The recorded responses were analysed statistically using SPSS, and the results were interpreted using descriptive tests and Pearson correlation. The findings showed a favourable correlation between Vodafone Ghana's work environment, employee retention, and career growth prospects.

Osibanjo *et al.* (2014) 265 responders were selected as a sample from First City Monument Bank in Nigeria. CD as a factor in organizational growth was the main focus of the study. CD was further divided into a number of categories, such as rewards, promotions, recognition, experiences, and skills. All of the aforementioned components' effects were investigated in relation to organizational growth. All of the factors described have a positive effect on managerial development, with the exception of practice, according to SPSS and AMOS. The consequences of unrelated vocations might be linked

to the detrimental influence of experience; counseling can help the organization close these gaps.

Naima and Samreen (2015) primarily investigated the impact of personal CP on the professional growth of employees. A sample of 190 employees participated in the study, which was carried out in the banking industry. The development of human capital is crucial for an organization to succeed. This is the subject of the study, which also discovered that CP within an organization is a key element that stimulates employee CD. It even came to the conclusion that an employee's achievement and personal development are taken into consideration while making career decisions.

Samuel and Hellen (2018) stated that an organisation or firm cannot overlook the importance of CD. Globalisation and current technological innovation have made the workplace more competitive and too active, necessitating the possession of modern technical and soft skills, knowledge, and attitudes. The author asserts that in order for a firm and its employees to thrive in the workplace, CD must be left to chance. CD is a collaborative endeavour between the business and the employee. The organisation grows as its employees do. To guarantee a positive work environment, all sides should cooperate to clarify expectations.

A. Objectives

- To study career planning and development programs in IT firms
- To identify factors affecting career planning and development plans

- To verify whether career planning and development leads to employee career growth and company productivity.

B. Hypotheses

H0<sub>1</sub>: “there is a significant relationship between companies providing platform to enhance skills with the productivity and development of organization”

H0<sub>2</sub>: “there is a dependent relationship between means of career planning & development platform leading to employee career development and the factors training, potential for performance and productivity”

C. Methodology

- Data for the study is gathered using both primary and secondary data-gathering approaches.
- For the study, a sample of 100 workers from different IT firms in Chennai was chosen.
- For the investigation, simple random sampling methods have been used.
- Using the data, descriptive statistics, chi-square tests, regression and ANOVA tests are used to take into account relevant aspects of the study.

D. Variables

Dependent variable: CP & development triggers to productivity & org.

Predictor variables: CP & development helps in retention, organization

IV. Analysis

Table 1 Qualification Distribution

Qualification	Frequency	Percentage %	Cumulative %
BTECH/BE	35	39	39
BCA/BSC	25	28	67
MCA/MSC	15	17	84
MTECH	10	11	95
Others	5	5	100
Total	90	100	

Source: Primary data

Table 1 show that 35 out of 90 respondents have BTech/BE degree qualifications. 25 of them have BCA/BSc a background, 15 respondents are postgraduates in MCA/MSc, 10 out of 90 have MTech in their educational background, and only 5 have chosen others.

Table 2 Years of Experience Distribution

Years of Experience	Frequency	Percentage %	Cumulative %
1-5 yrs	65	72	72
5-10 yrs	15	17	89
10-15 yrs	6	7	96
15 above	4	4	100
Total	90	100	

Source: Primary data

Table 2 shows that of the participating employees, the majority, i.e., 65 out of 90, were in the 1-5 years experience category. The next highest was in the 5-10 years category, followed by six in the 10-15 years category and two in the 15 and above category.

Table 3 Company has CP and development

Options	Frequency	Percentage %	Cumulative %
Disagree	10	11	11
Neutral	35	39	50
Agree	35	39	89
Strongly Agree	10	11	100
Total	90	100	

Source: Primary data

According to Table 3, none of the employees strongly disagree with the question, and they choose neutral options and agree to create a balance of 39% in both ways.

Table 4 CP and development triggers to productivity and organization

	Frequency	Percentage	Cumulative
Disagree	10	11	11
Neutral	28	31	42
Agree	40	45	87
Strongly Agree	12	13	100
Total	90	100	

Source: Primary data

Table 4 indicates that the majority of workers, or 40 out of 90, firmly believe that an organization's productivity and growth will be aided by an effective CP and development program.

Table 5 Provide platform to enhance skills org-productivity development

			Org.-Productivity			Total
			Neutral	Agree	Strongly Agree	
Provide platform to enhance skills	Neutral	Count	25	15	5	45
		Expected Count	15.5	20.5	9	45.0
	Agree	Count	10	28	0	38
		Expected Count	13.5	16.2	8.3	38.0
	Strongly Agree	Count	1	2	4	7
		Expected Count	1.0	1.8	4.2	7.0
Total	Count	38	45	7	90	
	Expected Count	38.0	45.0	7.0	90	

Source: Primary data

Table 5 shows that the number of firms and the expected number of capacity-building firms provide a platform for improving productivity.

Table 6 Chi-Square Tests

	Value	df	Sig.
Chi-Square	59.716	4	.000
Likelihood Ratio	59.768	4	.000
Linear-by-Linear Association	22.212	1	.000
No. of valid cases	90		

Source: Primary data

Since the p-value is less than .05, Table 6 indicates that there is some association between firms providing employees with skills that enhance productivity and growth-related skills. This prompts us to reject the null hypothesis. Therefore, H0<sub>1</sub>: “there is significant relationship between companies providing platform to employees to enhance skills and the productivity and development of organization”.

Table 7 ANOVA

		Sum of	df	Mean Square	F	Sig.
Training	Between Groups		5	6.182	7.815	.000
	Within Groups		94	.772		
	Total		99			
Potential	Between Groups		5	6.180	7.813	.000
	Within Groups		94	.772		
	Total		99			
Productivity	Between Groups		5	7.010	9.302	.000
	Within Groups		94	.727		
	Total		99			

Source: Primary data

Table 7 illustrates the significance of each of the factors used in the analysis, including productivity, skill, and training. All three variables have significant values below the alpha value of .05. Therefore, H0<sub>2</sub>: “there is dependent relationship between means career planning and development platform leading to employee career development and the factors training, potential for performance and productivity”.

## V. FINDINGS

- The qualification distribution shows that out of the 90 respondents, 35 of them have BTech/BE degree qualifications.
- According to the years of experience distribution, 65 out of 90 employees, or the majority, have between 1-5 years of experience.
- According to the analysis, 39% of respondents said career goals were helpful for advancing one's career.
- According to Table 4, the majority of workers—40 out of 90—clearly concur that an

organization's productivity and development will be aided by an effective CP and development program.

- The table 7 shows that “*there is significant relationship between company providing platform to employees to enhance skills and the productivity and development of organization*”.
- The table 8 shows that “*there is dependent relationship between means career planning and development platform leading to employee career development and the factors training, potential for performance and productivity*”.

## VI. CONCLUSION

Since the p-value is less than .05, the study concluded that there is some relationship between the company providing a platform for employees to improve their skills and the productivity and development of the firms. Therefore, H<sub>01</sub>: “*there is significant relationship between companies providing platform to employees to enhance skills and the productivity and development of organization*”. Furthermore, this study indicates that training, skill, and productivity are significant. The significant values of the three variables are less than the alpha value. 05. Therefore, H<sub>01</sub>: “*there is dependent relationship between means career planning and development platform leading to employee career development and the factors training, potential for performance and productivity*”.

## VII. ABBREVIATIONS

CP – Career Plan  
 CD – Career Development

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