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A study on the career development in industries

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ABSTRACT

The structural adjustments programmers adopted in a number of countries have brought home the vulnerability of human development variables. The linkages between investments in human development programmes and economic development have become sharper. There have been major international developments-such as the opening of global markets, the increased market orientation of economies and the restructuring in socialist countries-which have given rise to an increased competition, forcing developing countries to produce and market quality products at competitive prices.

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Introduction

Although, throughout history, we have always managed our knowledge as best we could, it was the introduction of some new tools, new methods, new processes and new strategies that enabled us to think, for the first time, very differently about knowledge, and how to make some substantial improvements in the way we manage knowledge, as individuals, teams, organizations, and between organizations.

The Role of Knowledge in HRM:

Knowledge is the capability of choosing the rational action for a certain purpose, and it has become an important component of competitiveness and a nation's economic development. Organizations are becoming aware and are capitalizing on knowledge in form of patents, processes, management skills, technologies, information about customers and suppliers and core competency experience. Valued knowledge is an organization can be used to create differential advantage and affect an organization's ability to remain in the new marketplace economy. This suggests that information sharing and knowledge management both within the organization and across external entities are prerequisites for achieving agility. An agile organization uses knowledge about its internal and external environment to alter its routines, processes, and resource configurations. Internal knowledge of the firm refers to product and process specifications and capabilities, technology capabilities, inter-operability, reconfigurations, organizational culture, employee skill sets and leadership. The external knowledge refers to the knowledge of markets, competitors, technological trends, changing consumer preferences and others.

Need for Career Planning

Every employee has a desire to grow and scale new heights in his work-place continuously. If there are enough opportunities, he can pursue his career goals and exploit his potential fully. He feels highly motivated when the organization shows him a clear path as to how he can meet his personal ambitions while trying to realize corporate goals. Organizations do not pay adequate attention to this aspect in actual practice for a variety of reasons. The demands of employees are not matched with organizational needs, no efforts is made to show how the employees can grow within certain limits, what happens to an employee five years down the line if he does well, whether the

organization is trying to offer mere jobs or long-lasting careers, etc.

When recognition does not come in the time for meritorious performance and a certain amount of confusion prevails in the minds of employees whether they are 'in' with the chance to grow or not, they look for greener pastures outside. Key executives leave in frustration and the organization suffers badly when turnover figures rise. Any recruitment efforts made in panic to fill the vacancies are not going to be effective. So, the absence of a career plan is going to make a big difference to both the employees and the organization. Employees do not get right breaks at a right time, their morale will be low and they are always on their toes trying to find escape routes. Organizations are not going benefit from high employee turnover. New employees mean additional selection and training costs. Bridging the gaps through short-term replacements is not going to pay in terms in productivity. Organizations, therefore, try to put their career plans in place and educate employees about the opportunities that exist internally for talented people. Without such a progressive outlook, organizations cannot prosper.

Career planning towards knowledge management:

The development of knowledge management makes the hardware production relevant information communications get a quick development. Moreover it makes software industry relevant to information communications develop quickly. Today, organizations resort to different types of employment, such as core, contract and casuals, to cater to changing business needs and many of them are outside the traditional boundaries of employment. The emergence of the new occupation makes people own more opportunities of career development, but it makes the part of white-collars who be engaged in the simple mental lose work opportunity. Those people who are engaged in easy work lose his work because its work is replaced by the related computer system or net system. This makes them have to look for a new job or attend relevant training. The fundamental requirements for internal career development rules cannot be sustained, at least not in their entirety. Core workers being privileged employees who still maybe said to have a "career" with the organization, while peripheral workers provide labor to the firm as and when required. We have different modes of careers and a wider meaning for career

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success. The knowledge management makes the recruiting, the developing, the installing of the human resource break through the restriction of the time and the space. As a result, its influences on the work mode mainly lie in time dimension and space dimension.

Statement of the problem:

The success of any organization depends on how the employees are motivated to understand the problems given in the changing environment condition by maintaining their competitive advantage. To meet the new challenges, the organization should support their knowledge management system in modernizing and upgrading their career planning and development process. Employees have to understand the problems given in the changing environment condition by maintaining their competitive advantage. To meet the new challenges of retaining good employees, the organization should also support their knowledge management system in modernizing and upgrading their career planning and development process. In practice, most of the employees take career planning and development as a choice and as an extra effort to their main work. Sometimes they think of this when they get pulled down in their career, by then it becomes too late to upgrade themselves in the existing organization systems. The present study depicts the importance of Career Planning and Development in knowledge management. It helps to identify the sustaining factors of knowledge management through upgrading themselves to meet the changing needs of the organization.

Objective of the study:

1. To know about the personal background of employees.
2. To identify the measures taken for career planning & development in organization.
3. To identify the factors which affects employees career planning and development.
4. To Study the development strategies adopted for Knowledge Management.
5. To analyze the factor affecting Knowledge Management in the Organization.
6. To Study the factors which affecting Career Planning and development towards Knowledge Management in Organization.

Research design:

The research study is of descriptive nature which is concerned with describing the characteristics of respondents of the career planning & development and Knowledge Management. Sufficient attention has been given in formulating the objectives of the study, designing the data collection method, selecting the samples, collecting the data, processing and analyzing the data and in reporting the findings.

Descriptive Research

Descriptive research is used in the study. This method implies as the one designed to describe something especially the characteristics of Career planning & development and Knowledge Management.

Interpretation:

Age:

The above table shows that 36.2% of respondents were in the age between 25 to 30 years, 31.6% of respondents were in below 25 years of age group, 19% of respondents were in the age between 31-36 years, 9.2% of respondents were in age between 36-40 years and only 4% of respondents were in the age of above 40 years

Gender:

78.2% of respondents were Male and the remaining 21.8% of respondents were female.

Marital Status

53.2% of respondents were unmarried and the remaining 46.8% respondents were married

No. of years of service:

42.6% of respondents were having Upto 3 years of service, 30.4% of respondents were having 3 to 6 years of service, 16% of respondents were having above 9 years of service and 11% of respondents were having 6 to 9 years of service.

Educational Qualification:

41.2% of respondents were having PG qualification, 31.8% respondents having UG qualification, 21.4% of respondents having Diploma, 4.6% of respondents having other degrees and 1.2% of respondents having educational qualification as upto HSC.

Monthly earnings:

44.2% of the respondents were got Rs.10,000 to Rs.20,000 as their monthly earnings, 20.4% of the respondents were got Rs.8,000 to Rs.10,000 as their monthly earnings, 16.8% of the respondents were got Rs.20,000 to Rs.30,000 as their monthly earnings, 11.6% of the respondents were got Less than Rs.8,000 as their monthly earnings and only 7% of respondents having monthly earnings above Rs.30,000.

Findings:

The majority of respondents (36.2%) were in the age between 25 to 30 years. It shows 78.2% of respondents were Male, 53.2% of respondents were unmarried, 42.6% of respondents were having upto 3 years of service. 41.2% of respondents were having PG qualification. 44.2% of respondents were got Rs.10,000 to Rs.20,000 as their monthly earnings. Majority of respondents (71.4%) agreed that the performance appraisal as a basis for career planning, Majority of the respondents (67.4%) said that the organisation provides books and pamphlets on career issues, Most of respondents (76.4%) said that the organisation appreciates and supports individual developmental efforts, 38% of respondents were achieving their career very great extent, 45% of respondents were always involved in new project, 49.4% of respondents said that Always Colleagues ask for help.

Suggestions:

1. Career development opportunities should be provided to the employees by way of conducting career planning programs focused on promotion.
2. More opportunities should provide to employees to utilize their knowledge.
3. Trainings should be focused on skills like communication, time management, decision making, technical and inter personal.
4. Organization should appreciate and supports individual developmental efforts.
5. Management should encourage to take up formal education as part of career development.

Conclusion:

Many researchers think that new standard of career success should be adopted in knowledge-based economy era. Knowledge management uses information technology to identify, create structure and share knowledge, with the goal of improving decision making [Tyndale, 2002]. As the Internet became more popular, it was obvious to some that knowledge management systems using web-based hypertext had an enormous competitive advantage over standalone systems. Many organizations are distributed with disparate and complex knowledge resources that need to be integrated into a dynamic, updated, and consistent systemic framework. With the help of this knowledge management system, experts knowledge and wisdom are collected and organized it in a searchable format, to

support end user quickly. Universally available access and inexpensive updating appear to be the critical elements for making knowledge management an attractive alternative to traditional, paper-based methods. Knowledge-based system could successfully guide the various careers available especially in the field of Information Technology.

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