



CAREER DEVELOPMENT SYSTEM OF BSNL EMPLOYEES IN MANNARGUDI BRANCH

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Abstract:

A career development system is a formal, organized planned effort to achieve a balance between individual career needs and organizational workforce requirements. The researcher analyse the following objectives as are to identify the factors which make opportunity to enhance career development to find out the relationship between training and development with career development and to study the employees attitude towards career development. The researcher found the respondents expressing consent to career development. If the suggestions offered are implemented it would go a long way in consolidating BSNL. The company improve performance of employees and concentrate their stress level. The company recruits post graduate candidates. Human resource department is an important in each and every organization to make best use of human resource.

Key Words: Career Development, Employees, Training & Job Security

Introduction:

Career development is essential for implementing career plans. It consists of activities undertaken by the individual employees and the organization to meet career aspirations and job requirements. The most important requirement of career development is that every employee must accept his responsibility for development. A career development system is a formal, organized planned effort to achieve a balance between individual career needs and organizational workforce requirements.

Definition:

“Career development is the total constellation of psychological, sociological, educational, physical, economic and chance factors that combine to influence the nature and significance of work in the total life span of any given individual”.

Individual Career Development:

a) Performance:

Career progress rests largely on performance. If the performance is sub – standard even modest career goals can't be achieved.

b) Exposure:

Career development comes through exposure, which implies becoming known by those who decided promotions, transfers and other career opportunities.

c) Networking:

Networking implies professional and personal contracts that would help in striking good deals outside (e.g: Lucrative job offers, business deals, etc.)

d) Leveraging:

Resigning to further one's career with another employer is known as leveraging.

e) Loyalty to Career:

Professional and recent college graduates generally jump jobs frequently when they start their career. They do not think that career. Long dedication to the same organization may not help them further their career ambitions.

A mentor is generally speaking, an older person in a managerial role offering informal career advice to a junior employee. Mentors take junior employees as their protégés and offer advice and guidance on how to survive and get a head in the organization. They act as role models.

g) Key Subordinates:

Qualified and knowledgeable subordinates, often extend invaluable help that enables their bosses to come up in life. When the bosses cross the bridge, they take the key subordinates also along with them.

h) Expand Ability:

Employees who are career conscious must prepare themselves for future opportunities that may come their internally or externally by taking a series of proactive steps (e.g. attending a training programmes, acquiring a degree, updating skills in an area etc.)

Objectives of the Study:

- ❖ To identify the factors which make opportunity to enhance career development?
- ❖ To find out the relationship between training and development with career development.
- ❖ To study the employees attitude towards career development.
- ❖ To identify the factor which influence career development?

Sources of Data Collection:

While deciding about the method of data collection to be used for the study in the way of both primary and secondary data has been collected from the BSNL unit Mannargudi.

Primary Data:

The primary data are those which are collected a fresh and for the first time and thus happen to be original in character. The data is collected by the questionnaire method. The questionnaire is considered as the heart of the survey opinion.

Secondary Data:

The secondary data are those which have been collected by some one else and which have already been passed through the statistical process.

The secondary data was collected through internet about the company details. The researcher fined the following:

Table - 1
Distribution of Respondents by Their Satisfaction towards Opportunity to Enhance the Skills

| S. No | Satisfactory level | No. of Respondents | Percentage |
|--------------|------------------------------------|--------------------|------------|
| 1 | Highly satisfied | 20 | 40 |
| 2 | Satisfied | 15 | 30 |
| 3 | Neither Satisfied nor Dissatisfied | 05 | 10 |
| 4 | Dissatisfied | 06 | 12 |
| 5 | Highly Dissatisfied | 04 | 08 |
| Total | | 50 | 100 |

Source: Primary Data

Inference:

From the above table shows that the employees are opportunity to prove the skills and provide to standby individuality.

Chart - 1

Distribution of Respondents by Their Satisfaction towards Opportunity to Enhance the Skills

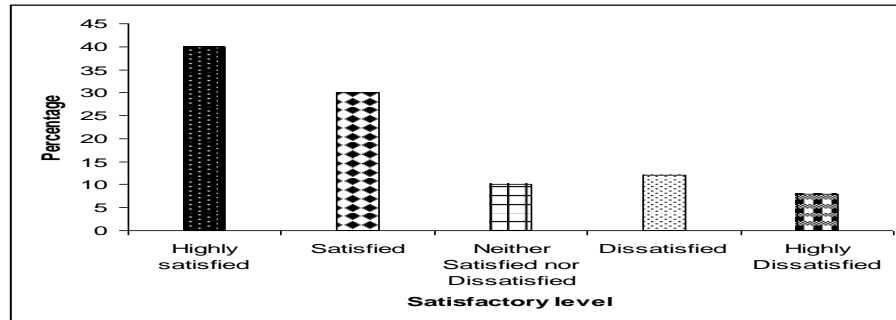


Table - 2

Distribution of Respondents by Which Programme Will Make the Career Effectively

| S. No | Development Programmes | No. of Respondents | Percentage |
|--------------|------------------------|--------------------|------------|
| 1 | Assessment Center | 07 | 14 |
| 2 | Career Workshop | 17 | 34 |
| 3 | Library | 03 | 06 |
| 4 | Career counseling | 23 | 46 |
| Total | | 50 | 100 |

Source: Primary Data

INFERENCE:

From the above table describe the counseling and workshop improve the quality of workers and also the programmed will be effectively.

Chart - 2

Distribution of Respondents by Which Programme Will Make the Career Effectively

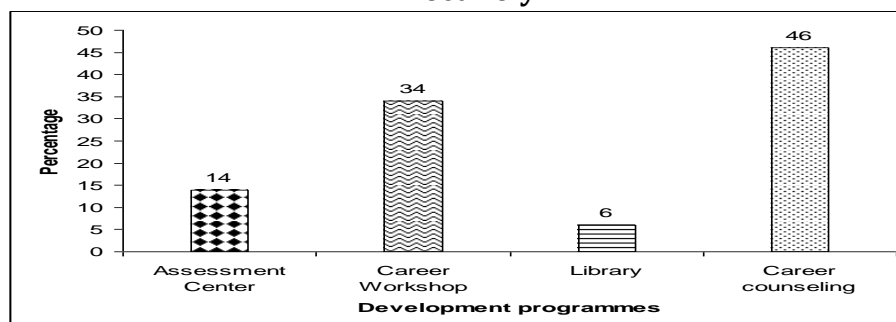


Table - 3

Distribution of Respondents by Their View towards Which Can Possess a Good Career

| S. No | Factors | No. of Respondents | Percentage (%) |
|--------------|---------------|--------------------|----------------|
| 1 | Promotion | 15 | 30 |
| 2 | Salary | 14 | 28 |
| 3 | Rewards | 08 | 16 |
| 4 | Job knowledge | 13 | 26 |
| Total | | 50 | 100 |

Source: Primary Data

Inference:

From the above table shows that the non monetary motivation is highly effective than money motivation, more employees willing to social responsibility.

Chart - 3

Distribution of Respondents by Their View towards Which Can Possess a Good Career

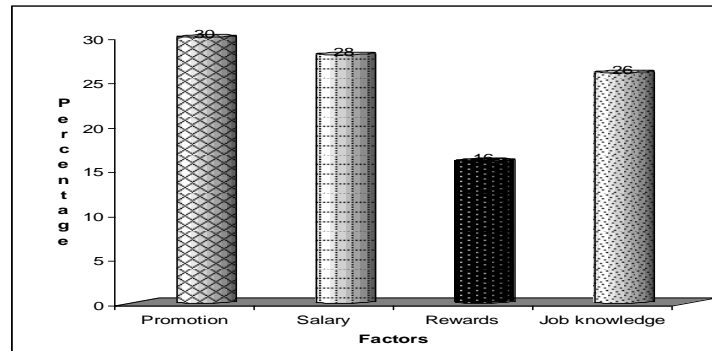


Table - 4

Distribution of Respondents on the Basis of Their Opinion on Career Development Programme

| S. No | Opinion | No. of Respondents | Percentage |
|--------------|-----------|--------------------|------------|
| 1 | Excellent | 05 | 10 |
| 2 | Very good | 21 | 42 |
| 3 | Good | 18 | 36 |
| 4 | Average | 06 | 12 |
| 5 | Poor | 0 | 0 |
| Total | | 50 | 100 |

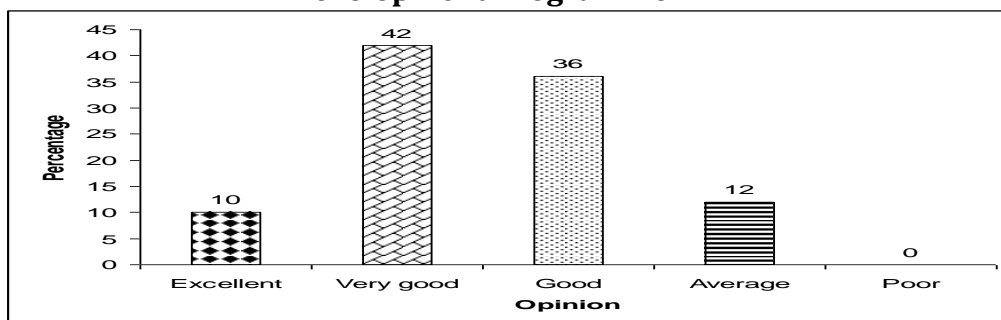
Source: Primary Data

Inference:

From the above table shows that 42% of the respondents feels that their career development programmers is very good due to the career programme and systems are accepted by the all workers and also improve the career of the profession.

Chart - 4

Distribution of Respondents On The Basis Of Their Opinion on Career Development Programme



The researcher fined the followings are:

The career development system develop the employees with in the organization and also develop the organization, the training programmer, motivation, training kids are improve the career development. The promotion is the main factor for the development of career the employees are opportunity to prove the skills and provide to standby individuality the counseling and workshop improve the quality of workers and

also the programmer will be effectively. the non monetary motivation is highly effective than money motivation, more employees willing to social responsibility the career programme and systems are accepted by the all workers and also improve the career of the profession

Suggestion:

To enhance employee's satisfaction level: Proper recognition is to be given to the employees based on their knowledge and experience. Transport facilities are not provided in this organization. If it is provided it will be good to the employees as well as the organization. Promotion policies of this organization must be changed according to the performance of the employees. Motivation by means of incentives and other benefits will enhance the job satisfaction level.

Conclusion:

The researcher found the respondents expressing consent to career development. If the suggestions offered are implemented it would go a long way in consolidating BSNL. The company improve performance of employees and concentrate their stress level. The company recruits post graduate candidates. Human resource department is an important in each and every organization to make best use of human resource. The BSNL have to improve the infrastructure facilities to the employees, such as water facilities, transport facilities etc.

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