

**A STUDY ON “CAREER DEVELOPMENT WITH SPECIAL REFERENCE TO SURAT  
GOODS TRANSPORT PVT LTD, CHENNAI”**

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**Abstract:-**

The study focuses on the employee career development offered by Surat Goods Transport Pvt Ltd. Career development is the lifelong process of managing progression in learning and work. The quality of this process significantly determines the nature and quality of individuals' lives: the kind of people they become, the sense of purpose they have, and the income at their disposal. It also determines the social and economic contribution they make to the communities and societies of which they are part. Career management skills include the skills of understanding one's strengths and weaknesses, and needs and wants; of being able to identify relevant opportunities, and access information on them; of being able to take career-related decisions; and of being able to present one effectively to gain access to courses or jobs. Recent OECD work on human capital suggests that these career management skills may play an important role in economic growth. It points out that less than half of earnings variation in OECD countries can be accounted for by educational qualifications and readily measurable skills. It argues that a significant part of the remainder may be explained by people's ability to build and manage, their skills. These 'meta-skills' include career management skills.

**Keywords:-** Career awareness, exploration, decision making, education planning, staying competitive, lifelong process, professional techniques

**Introduction**

In today's rapidly evolving professional landscape, career development has become pivotal to achieving personal and organizational success. In any thriving organization, the emphasis on cultivating employees' skills, knowledge, and potential is an investment in their future and a means to bolster overall productivity and innovation.

Career development within an organization goes beyond the traditional notion of a job; it encompasses a continuous process of growth, learning, and adaptation that aligns individual aspirations with the strategic goals of the organization. By fostering an environment that values and supports employees' professional advancement, organizations can unlock a myriad of benefits, including higher job satisfaction, improved retention rates, and enhanced performance.

This introductory guide aims to explore the fundamental principles and strategies essential for career development within an organization. Whether you are just starting your journey or looking to take your current role to new heights, this resource will equip you with insights and practical advice to navigate the dynamic realm of professional growth.

**Objective of the Study**

- **To Enhance Employee Engagement and Satisfaction:** Providing opportunities for career growth and development fosters a sense of fulfillment and purpose among employees. It increases job satisfaction, engagement, and overall well-being, leading to higher levels of productivity and commitment.
- **To Retain Top Talent:** Offering a clear path for career advancement and development within the organization helps retain skilled and high-performing employees. When individuals feel that their aspirations and goals are supported, they are more likely to stay with the organization, reducing turnover rates and associated recruitment costs.
- **To promote diversity and inclusion** by providing equal opportunities for professional growth and advancement for employees from diverse background

### **Review of Literature**

- Mr.H.Schien (2015) The major change in career life planning is the nature of when, where, and how we choose development was primarily event-based and helped to hazard task. conventional wisdom was that we could make our career choice about the time we graduated from high school and then stick with it. Your career decision- making was essentially over organizations placed their employees into jobs and careertracks and there you remained, knowing advancement up this specified track was the way to grow.
- Thomas N.Garavan, Michael Coolahan (2016) Review of literature on career mobility and considers its implication for career development practices within organizations. Focuses on individualistic & organizational perspectives & identifies a range of factors that facilitate or inhibit the mobility process. Identifies a range of career development implications including changing notions about what constitutes a career, the need to take into account business issues & the move towards joint career planning. Decides what they want from their careers now & in the future. Examine individually, or along with their supervisors, their interests & ambitions.
- [Matthew J. Miller](#) & [Andrew E. Ker low-Myers](#) (2017) The purpose of the present study was to highlight the importance of acculturation as an explanatory variable in career development and to provide an empirical review of acculturation research in the career development literature. Acculturation is a cultural variable that has been linked to several important career development outcomes for racially, ethnically, and culturally diverse populations.
- [Kimberly S. McDonald](#), [Linda M. Hite](#) (2020) The nature of work, organizations, and careers have evolved significantly in the past decade. In the wake of these changes, career-development research and implementation have languished. This article addresses this dearth of discourse and practice from the perspective of human resource development (HRD). The authors suggest a framework for reintegrating career development into the HRD function and offer specific learning activities better suited to the needs of individuals and organizations in this turbulent environment. Recommendations for future action are provided

### **Research Methodology**

Clearly defines the objective of the study, such as exploring the impact of career development programs on employee engagement or examining the factors that influence career progression within organization. Convenience sampling has been used in this study. This refers to selecting a sample of study objects on convenience. Statistical tool like Chi-Square is used for the analysis.

#### **Data Analysis**

Table Shows The Respondents Based On Career Counselling Program Conducted In Surat Goods Transport Pvt Ltd

Period	Number of respondents	Percentage
Monthly once	0	0%
Quarterly once	84	70%
Half-yearly once	29	25%
Yearly once	7	5%
Total	120	100%

#### **Interpretation:-**

70% are accepting quarterly once, 25% are accepting half yearly once, 5% are accepting yearly once, and no one accepting monthly once satisfying 100%.

#### **Chi-Square Tests**

##### **Hypothesis:-**

H0- There is no significant association difference between career development and surat goods transport pvt ltd.

H1- There is a significant association between career development and surat goods transport pvt ltd.

Value df Asymp. Sig. (2- sided)

Pearson Chi-Square	111.664a	3	.000
Likelihood Ratio	139.150	3	.000
Linear-by-Linear Association	83.577	1	.000
N of Valid Cases	120		

a. 1 cells (12.5%) have an expected count of less than 5. The minimum expected count is 3.76.

Interpretation:-

Since the p-value (.000) is less than 5, there is a significant difference between the age of the respondents and the source of funding for doing business

### **Findings and Suggestions**

- 66% of the respondents agreed. they are having career opportunities in the Surat Goods Transport Pvt Ltd
- 43% of the respondents who work in Surat Goods Transport Pvt Ltd are Undergraduates
- 32% of the respondents have rated the perception towards career counseling offered by the organization as excellent in Surat Goods Transport Pvt Ltd.
- 37% of the respondents are belongs to the age group of 31-35 years in Surat Goods Transport Pvt Ltd.
- 86% of the respondents are Male in Surat Goods Transport Pvt Ltd.
- 46% of the respondents are having experience of 1-2 years in Surat Goods Transport Pvt Ltd
- 74% of the respondents are married in Surat Goods Transport Pvt Ltd.
- The 49% of the respondents are not yet promoted in Surat Goods Transport Pvt Ltd.
- The 30% of the respondents are accepting that top authority & HRD professionals motivate employees to improve their career opportunities in Surat Goods Transport Pvt Ltd.
- 46% of the respondents are agreeing that the company offers adequate training to meet their employee's job requirements in Surat Goods Transport Pvt Ltd.
- The 31% of the respondents having Technical skills are enhancing career development in Surat Goods Transport Pvt Ltd.
- The researcher found that nearly 55% of the respondents have Agreed that the organization utilizes the employee's skills in Surat Goods Transport Pvt Ltd.
- 50% of the respondents agreed that the company offers adequate training to employees in area development in Surat Goods Transport Pvt Ltd.
- Nearly 65% of the respondents are saying yes that career counseling making employees develop their career goals in Surat Goods Transport Pvt Ltd.
- The researcher found that nearly 69% of the respondents are well aware of company planning policies in Surat Goods Transport Pvt Ltd.
- The researcher found that nearly 57% of the respondents rated Excellent to the career counseling program done in Surat Goods Transport Pvt Ltd.
- 43% of the respondents agreed that they always stay competent in their knowledge and skills to ensure progress in your career
- 55% of the respondents agreed that the organization focuses on each employee's career development.
- The researcher found that nearly 55% of the respondents have been satisfied with their career perspectives in Surat Goods Transport Pvt Ltd.

### **Conclusion:**

Career development is ongoing, lifelong process to help you learn & achieve more in an employee's career. It is concluded from the study that most of the respondents agree that they have good career development in the organization. The personnel policies of the organization facilitate employee career development. Employees' initiation will enhance the betterment of involvement in work as well as setting each other career goals. A better reward system will motivate employees to furnish their job with high quality. Most of the respondents agreed that the career perspective and training conducted are good in Surat Goods Transport Pvt Ltd

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