A SYNOPSIS REPORT ON CAREER PLANNING AND DEVELOPMENT AT NESTLE INDIA LIMITED

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I. INTRODUCTION

When it comes to succession planning for our son, the only certainty we have at present is the fact we are going to grow old and in our declining years our son is going to become more and more vulnerable."

Succession planning enables your organization to identify talented employees and provide education to develop them for future higher level and broader responsibilities. Succession planning helps you "build bench strength." Long-term success is built on the future expertise of your people. Great career and succession planning lets you generate career development plans that compare your current and future talent needs with internal and external candidates. It helps you plan strategically, aligning individual aspirations with your organization's needs and goals.

II. NEED AND IMPORTANCE THE STUDY

- To identify those who are performing their assigned task well and those who are not and the reason for such performance.
- To provide information about the Succession planning Process as management basing on which decisions regarded conformation, promotion, demotion and transfer are taken.
- To provide feedback information about the level of achievements and behavior of an employee.
- To provide information and counsel the employee.
- To compare actual performance with the standards and in out deviations (positive and negative)
- To create and maintain satisfactory level of performance.
- To prevent grievance and in disciplinary activity.
- To facilitate fair and equitable compensation.

III. SCOPE OF THE STUDY:

To identify those who are performing their assigned task well and those who are not and the reason for such performance. It also provides information about the career planning process as management basing on which decisions regarded conformation, promotion, demotion and transfer are taken. It also provides feedback information about the level of achievements and behaviour of an employee. It also provides information and counsel the employee. It also compares actual performance with the standards and in out deviations (positive

and negative).It create and maintain satisfactory level of performance. It prevent grievance and in disciplinary activity. It facilitate fair and equitable compensation.

IV.   OBJECTIVES OF THE STUDY:

1. To analyze and examine the effectiveness of Career planning and development programmers in **NESTLE INDIA LIMITED**.

2. To assess how often Career Planning programmers are conducted and how much are the employees satisfied.

3. To study to what extent the Career Planning programmers are applicable to their jobs.

4. To study the employee's opinion on the Career planning and development in **NESTLE INDIA LIMITED**.

V.   RESEARCH METHODOLOGY

The basic principle in the research has been adopted in the overall methodology. The following methodology has been used for meeting the requirements,

- Defining objectives
- Developing the information sources
- Collection o information
- Analysis of information
- Suggestion

2. Data collection method

Primary data:

It is collected through the questionnaire, a formalized instrument of asking information directly from respondent demographic characteristics, attitude, belief and feelings through personal contracts. Structured and on disguised from of questionnaire is used and consists of multiple choice questions.

Secondary data:

Internal secondary data about the included formal data, which is generated   within the organization itself, were obtained through concerned head in the organization

3. SAMPLE DESIGN

a) Sampling unit: the study is directed towards the executive of managerial level.

b) Sample size: sample size of 100 is taken in this study

4) DATA ANALYSIS

Simple analysis method is followed for analyzing the data pertaining to different dimensions of employees. Simple statistical data like percentage are used in the interpretation of data pertaining to the study. The results are illustrated by means of bar charts.

VI.   LIMITATION OF THE STUDY

- Due to constraint of time and resources, the study was conducted in the regional sector as and the results of the study cannot be generated.
- The accuracy of the analysis and conclusion drawn entirely depends upon the reliability of the information provided by the employees.
- Sincere efforts were made to cover maximum departments of the employees, but the study may not fully reflect the entire opinion of the employees.
- In the fast moving/changing employees behavior, name new and better things may emerge in the near future, which cannot be safeguard in this report.

VII.   LITERATURE REVIEW

Puah and Ananthram YEAR: (2006) Puah and Ananthram (2006) have identified career planning and career management as the two main antecedents of career development. The integration of both employees' career planning and organizational career management practices result in effective career development (Hall, 1986).

Nicoara (2009) has elaborated the role of career planning and career management in career development. Harmony between 'career planning and career management' and proper alignment of implementation of HR needs and individual career planning leads to effective career development.

Abaneh (2013) empirically examined career planning and career management as the antecedents of careerdevelopment. The study showed that there exists a positive and strong relationship of the examined variables on career development.

Giley et al. (2002) have identified career development as a process which requires both the individuals and organizations to create a partnership enhancing employees' knowledge, skills, competencies and attitudes required for the current and future job assignments.

Baruch (2006) has examined the changing career development patterns from stable to dynamic systems. Career development should be individual specific and organization should be an enabler and developer of career success. Career development systems have changed from stable and linear career systems into transitional and dynamic systems by strategically aligning both internal and external integration of their career practices.

Ramly et al. (2009) have studied the factors contributing the career aspirations of professionals in RandD. Self-efficacy, organizational socialization and continuous improvement practices in an organization influence the career aspirations and planning of professionals.

Musriha and Msi (2013) studied on the impact of individual characteristics and organizational culture on career development of employees. It was found that understanding of the employee's personal skills and knowledge significantly influences employee's career development.

Kanagaraj et al. (2014) examined the relationship of HRM practices and employee productivity. Alignment of individual career goals with organisational goals is the most important factor in employees career planning and development.

Maheshwari and Krishnan (2004) have conducted a study entitled 'Career effectiveness and its determinants' to identify the factors responsible for individual and organizational career practices affecting career effectiveness. Career effectiveness was influenced by the individual, organisational factors and supervisory support. Individual factors affecting career effectiveness are career planning and knowledge of organizational politics. Performance appraisal, performance feedback, internal recruitment, formal development, training and development, information sharing (career related) and supervisory support were found to be the attributes of organizational career management practices affecting career effectiveness. The study indicates that the determinant of career effectiveness mentioned in thestudy significantly explains the variances of employee career effectiveness.

VIII.   DATA ANALYSIS

4.1 DATA ANALYSIS & INTERPRETATION:

2. In which areas career planning is provided to you?

TABLE 4.2

Category	Number of respondent	Percentage
Company policies & procedures	40	40%
Technical skills	45	45%
Problem solving	10	10%
All the above	5	5%

INTERPRETATION: From the above data,40% of employees says that career planning is provided in company policies and procedure,45% of employees says through technical skills, 10% of employees says in problem solving and 5%of employees says through all the above.

3. Do you think career planning will increase your performance, commitment & motivation?

Category	Number of respondent	percentage
Agree	20	20%

Disagree	5	5%
Neutral	7	7%
Strongly agree	65	65%
Strongly disagree	3	3%

INTERPRETATION: From the above data, 65% of employees strongly agree that the career planning will increase performance, commitment and motivation. Whereas, 20% employees agree with it.5% of employees disagree,3% of employees strongly disagree and 7% of employees are neutral with the above data

Category	Number of respondent	percentage
Yes	65	65%
No	0	0%
Sometimes	35	35%
Can't say	5	5%

5.Do you think that Career Planning programs create some competitive environment at work place?

a) Agree   b) Disagree   c) Neutral   d)Strongly agree   e)Strongly disagree

Category	Number of respondent	percentage
Agree	73	73%
Disagree	0	0%
Neutral	17	17%
Strongly agree	10	10%
Strongly disagree	0	0%

TABLE4.5

everything is good in organization training programmes and 3% feels some changes required in training programmes.

IX.   FINDINGS

- 73% of employees agree that their organisation provide career planning whereas, 10% of employees disagree, 15% of employees are agree to some extent and 2% of employees respond with can't say.

- 40% of employees says that career planning is provided in company policies and procedure,45% of employees says through technical skills, 10% of employees says in problem solving and 5%of employees says through all the above.

- 65% of employees strongly agree that the career planning will increase performance, commitment and motivation. Whereas, 20% employees agree with it.5% of employees disagree,3% of employees strongly disagree and 7% of employees are neutral .

- 65% of employees says YES that they are acquired with new skills and knowledge from career programs, 30% of employees says SOMETIMES and 5% of employees respond with can't say with the above condition.

X.   SUGGESTIONS

- Along with the Career Planning programs organization should provide some other motivational programs.

- Implement training institutions at near the organizations.

- Frame the training programs chart and proper care should be taken while conducting the Career training.

- A proper performance appraisal system should be adopted and its result in career planning.

XI.   CONCLUSION

The report in Career Planning and development in NESTLE has brought into light the total picture of the employee's attitude towards their Career Planning. Most of the respondents have expressed that they are interested in the on- the- job method in their training in Career Planning. Most respondents expressed that feedback is collected from all the participants in the program. The employee in the organization are well participated in programs. The training is being given to the employees at regular interval. Most of the employees are very much satisfied about the selection of the candidates for Career Planning. Most of the employees are expressed that the Career Planning programmed is imparting the latest technology in the market. Most of the employees agree with the Career Planning program meet pre-specified objectives. Most of the employees are responding positive towards Career Planning program conducted in the organization.

XII.   BIBLIGRAPHY

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