

“STUDY OF EFFECTIVENESS OF CAREER PLAN OF HEG EMPLOYEES AND STUDY OF FUTURE PROSPECT OF CAREER PLAN AT CAPGEMINI PVT LTD.”

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ABSTRACT

This study examines the effectiveness of the career plan for employees at HEG Ltd. and explores the future prospects of career planning at Capgemini Pvt. Ltd. The research aims to assess how career development initiatives impact employee satisfaction, retention, and overall productivity. Through qualitative and quantitative data analysis, the study evaluates the existing career planning frameworks, employee perceptions, and organizational benefits associated with structured career growth strategies. The findings highlight key strengths and challenges in career planning at HEG Ltd., offering insights into areas of improvement. Additionally, the study explores the evolving career development landscape at Capgemini Pvt. Ltd., focusing on future trends, technological advancements, and industry demands shaping employee career trajectories. The research provides recommendations for enhancing career planning processes, aligning organizational goals with employee aspirations, and fostering a culture of continuous professional growth.

I. INTRODUCTION

Career planning is a crucial aspect of employee development, directly impacting job satisfaction, performance, and organizational growth. Organizations today recognize the importance of structured career development programs in retaining talent, enhancing productivity, and ensuring long-term business success. This study aims to analyse the effectiveness of the career plan implemented for employees at HEG Ltd.

and explore the future prospects of career planning at Capgemini Pvt. Ltd.

HEG Ltd., a leading industrial company, has developed career planning initiatives to support employees in achieving their professional goals. Understanding the impact of these initiatives helps in identifying best practices and areas for improvement. On the other hand, Capgemini Pvt. Ltd., a global leader in consulting and technology services, operates in a highly dynamic environment where career growth opportunities are evolving rapidly due to technological advancements and industry trends. Studying its future career planning prospects provides valuable insights into how organizations can align employee aspirations with business objectives.

This study employs a combination of qualitative and quantitative research methods to assess employee perceptions, career progression trends, and organizational policies related to career development. The findings will help businesses refine their career planning frameworks, ensuring alignment with employee expectations and industry demands.

1.2 NEED FOR THE STUDY

Career planning plays a significant role in shaping employees' professional growth and overall organizational success. A well-structured career plan enhances employee motivation, job satisfaction, and retention, ultimately contributing to business performance. However, many organizations struggle with implementing effective career planning strategies that align

with both employee aspirations and company objectives.

1.3 OBJECTIVES OF THE STUDY

- 1) To evaluate the impact of career planning on employee satisfaction and job performance at HEG Ltd.
- 2) To examine the effectiveness of existing career development programs in enhancing employee growth and retention.
- 3) To analyse future career prospects and opportunities for employees at Capgemini Pvt. Ltd.
- 4) To identify the role of technology and skill development in shaping career planning strategies.
- 5) To compare career growth strategies between HEG Ltd. (manufacturing sector) and Capgemini Pvt. Ltd. (IT/consulting sector).
- 6) To provide recommendations for improving career planning frameworks to align with organizational and employee goals.

1.4 HYPOTHESIS

H₀ (Null Hypothesis):

There is no correlation between employee experience and scope for promotion.

H₁ (Alternative Hypothesis):

There is a significant correlation between employee experience and scope for promotion

1.5 SCOPE OF THE STUDY

This study focuses on evaluating the effectiveness of career planning initiatives at HEG Ltd. and examining the future prospects of career development at Capgemini Pvt. Ltd. The scope of the study encompasses the following key areas:

1. Assessment of Career Planning at HEG Ltd.:

- Analysing the existing career development strategies and their impact on employees.

- Identifying strengths, weaknesses, and areas of improvement in the career planning framework.
- Evaluating employee satisfaction and engagement with current career growth opportunities.

2. Exploration of Future Career Prospects at Capgemini Pvt. Ltd.:

- Investigating upcoming trends in career development within the IT and consulting industry.
- Examining the role of technology, automation, and upskilling in shaping employee career paths.

1.6 METHODOLOGY

This study aims to assess the effectiveness of career planning at HEG Ltd. and explore the future prospects of career development at Capgemini Pvt. Ltd. The research follows a structured methodology to ensure accurate and reliable results.

1. Research Design:

The study adopts a descriptive research design, incorporating both qualitative and quantitative research methods to analyse career planning strategies, employee perceptions, and organizational career growth frameworks.

2. Data Collection Methods:

The study relies on both primary and secondary data sources for a comprehensive understanding.

• Primary Data Collection:

- Survey Method: Structured questionnaires were distributed to 100 respondents, including employees from HEG Ltd. and Capgemini Pvt. Ltd. The questionnaire includes both closed-ended and open-ended questions to gather insights on career planning effectiveness.
- Interviews: HR managers and senior executives were interviewed to understand organizational career

- planning strategies and future initiatives.
 - Focus Group Discussions: Selected employees participated in discussions to share their perspectives on career development challenges and expectations.
 - **Secondary Data Collection:**
 - Company policies and internal reports on career development programs.
 - Industry research papers, business articles, and government reports on employee career growth trends.
 - Online resources and case studies on career planning best practices.
- 3. Sampling Methodology:**
- Sampling Technique: The study follows a random sampling method to ensure unbiased data collection.
 - Sample Size: A total of 100 respondents from different levels of employment (entry-level, mid-level, and senior positions) at HEG Ltd. and Capgemini Pvt. Ltd.
 - Target Audience: Employees from diverse job roles, including technical, managerial, and administrative positions.
- 4. Data Analysis Techniques:**
- Descriptive Statistics: Percentages, mean, and frequency distribution to interpret employee responses.
 - Comparative Analysis: Evaluating the differences in career planning strategies between HEG Ltd. (manufacturing) and Capgemini Pvt. Ltd. (IT/consulting).
 - Thematic Analysis: Qualitative assessment of employee feedback from interviews and discussions.
 - Correlation Analysis: Measuring the relationship between career

planning and employee satisfaction, retention, and productivity.

1.7 LIMITATIONS OF THE STUDY

- 1) The study is limited to 100 respondents, which may not fully represent the broader employee population.
- 2) Findings are based on HEG Ltd. and Capgemini Pvt. Ltd., and may not be directly applicable to all industries.
- 3) Employee opinions may be influenced by external factors such as market conditions, job roles, and personal experiences.
- 4) This study was conducted with six particular companies in IT sector; the findings may not be generalizable to the greater population.
- 5) Employees doesn't find enough leisure time for responding the questionnaire.
- 6) Employees are feeling cautious about giving responses about the practices in their company

II. REVIEW OF LITERATURE

- 1) A Kumudha and Susan Abraham (2008) this study revealed that employees, irrespective of the sector type, have career satisfaction because of the career management efforts of their organizations. They feel that the programs have both short-term and long-term benefits. More specifically, programs related to self-development, information about job openings, opportunities to learn new skills and retirement preparation programs have contributed to career satisfaction. Managements of banks may devise strategies to involve employees in self-development so that they take the responsibility for their career growth".
- 2) Zulkarnain Amin (2013), This further he suggests that a successful family life carries over into one's career and makes one more satisfied with personal achievements. The fact that is worthy of conclusion is the importance of career achievement in quality of work life. In the current context, the emphasis is on income,

position and personal growth and opportunity in career mobility as potential success indicators".

3) Md. Mobarak Karim et.al (2014), he said that. "Every organization depends on their manpower for success and development. In-fact, if workers or employees work properly, the organization can easily achieve the target. To get the best out of the employees in work, proper attention must be given to enhance their job satisfaction level. While studying the job satisfaction level of employees of Janata Bank Limited, the finding is that on average they were satisfied with their jobs. Although some weaknesses exist in contents of Welfare facilities, other facilities, performance Appraisal system, behaviour of boss, Career Development System and Promotion system, the bank can easily overcome them through improvement measures".

4) Anubhuti Monga , et.al (2015) "After the analysis of statistical data and findings arrived, it can be concluded that employees in the ICICI bank in Himachal Pradesh nurture differential level of satisfaction across organizational variables, such as, salary/compensation, training and development, the nature of job, work life balance, colleagues relationship, job security, chain of communication or relationships, decision-making, welfare measures, rewards and recognition, attitude of superiors, roles of the employees, working conditions, team work promotion policies etc. On the face of statistical findings, difference in percentage between satisfaction and dissatisfaction suggests that factors of salary, inter-personal relationship, and communication, attitude of superiors, working conditions and team work are more significant in determining job satisfaction of employees of the ICICI bank in Himachal Pradesh. It can be pointed out that improvement in organizational variables, most particularly, in performance appraisal system, promotional strategies, position status and related rewards etc., may

enhance job satisfaction and morale of employees in the ICICI bank".

5) Dr. Sharjeel Saleem (2013) "Therefore, the study concludes that for enhancing employee performance, organizational support for career development is an essential part. It expands the morale of employees, which furthermore increases their productivity and output. It will create the feelings of appreciation in the minds of the employees that the companies have satisfied their part of the psychological contract".

6) Chinnadurai (2014) conducted a study of HRM practices followed in the private banks in the district of Cuddalore (Tamil Nadu). He chose recruitment, selection, training, development, career development, performance appraisal, compensation management, motivation, grievance handling to base his study on. Respondents were 260 employees from 52 private sector banks and data was analysed through t-test, one-way ANOVA and percentage analysis. The conclusion was that most of the respondents were reportedly satisfied with the HRM practices adopted by their banks.

7) Mahmoud Salahat (2016) this study hypothesized that "extra-role performance mediates the relationship between career planning and recruitment and selection respectively and CS (H3, H4). This is the major contribution of this paper. Since, according to literature review no previous studies used extra-role performance in this place. The findings of the present study revealed that extra-role plays a partial mediating role between these variables. In other words, career planning and recruitment and selection are considered as a critical key to enhance organizational commitment, employee's job satisfaction and employee's in-role and extra- role performance (Shen, 2010). Through a good adopting of career planning and recruitment and selection by Palestinian insurance sector, extra-role performance of insurance employees will be improved. On the

other hand, having an effective extra-role performance enables the organization to gain a better CS. based on the discussion above, insurance companies in Palestine have to adopt and developed career planning and recruitment and selection to solve the current CS problems”.

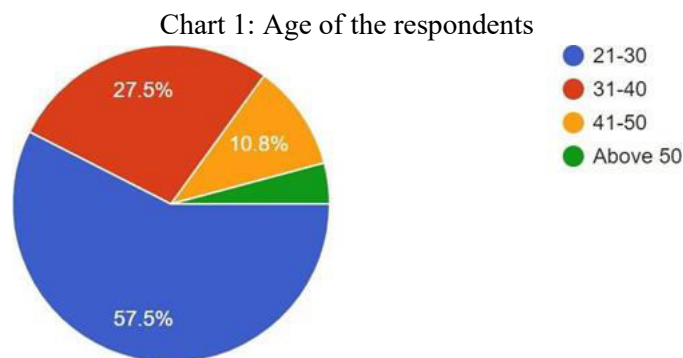
8) Dialoke, Ikechukwu (2017) this study was concluded that career development measured in terms of mentoring and job enrichment improves employee commitment in the higher institutions and he was recommended “Human resource managers should incorporate mentoring and job enrichment in their functions to improve the employees’ commitment, Higher institutions should employ the services of qualified and certified human resource personnel that will man the human resource department for effective career development of the employees.

III. DATA ANALYSIS & INTERPRETATION

TABLE 1: AGE OF THE RESPONDENTS

S. No	AGE	RESPONDENTS	PERCENTAGE
1.	21-30	57.5%	57.5%
2.	31-40	27.5%	27.5%
3.	41-50	10.8%	10.8%
4.	Above 50	4.2%	4.2%
TOTAL		100.00	100.00

Source: Primary data.



Interpretation

From the above table it is interpreted that the number of respondents between age group of 21-30 years are 69 (57.5%) between 31-40 age of respondents are 33 (27.5%)

Inference

Majority (57.5 %) of the respondents are age between 21 to 30 years.

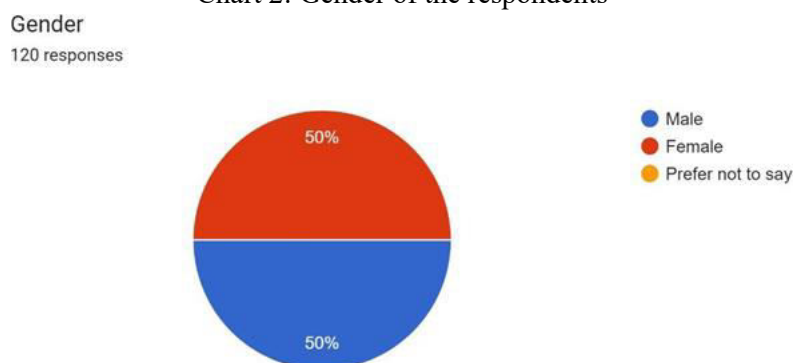
9) Dr. Sanjeev et.al (2018) he concluded that research study the difference in the level of Job Satisfaction was found to be significantly different on the basis of the results of ANOVA. “The well implemented Human Resource Practices had significant positive correlation with the factors of Job satisfaction and finally two factors of Human Resource Practices such as Employee Benefits and Performance Appraisal were found to be strongest predictors and carry strong impact on the job and Labour Studies, new generation private banks. Thus by bringing positive changes in these two factors of Human resources, and making others constant, the job satisfaction among job employees can be enhanced”.

Table 2: Gender of the respondents

S NO	Gender	RESPONDENTS	PERCENTAGE
1.	Male	50%	50%
2.	Female	50%	50%
	Total	100.00	100.00

Source: Primary data.

Chart 2: Gender of the respondents



Interpretation

From the above table it is interpreted that the number of male respondents is 50% and female respondent is 50%

Inference

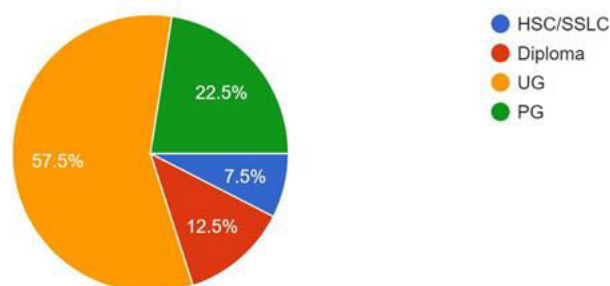
Male (50%) and Female (50%) respondents are Male

Table 3: Qualification of the respondents

S. No	PARTICULARS	RESPONDENTS	PERCENTAGE
1	HSC/SSLC	7.5%	7.5%
2	DIPLOMA	12.5%	12.5%
3	UG	57.5%	57.5%
4	PG	22.5%	22.5%
	Total	100	100

Source: Primary data.

Chart 3: Qualification of the respondents

Qualification
120 responses**Interpretation**

From the above table it is interpreted that the number of HSC/SSLC respondents is 7.5%, DIPLOMA is 12.5%, UG is 57.5% and PG is 22.5%

Inference

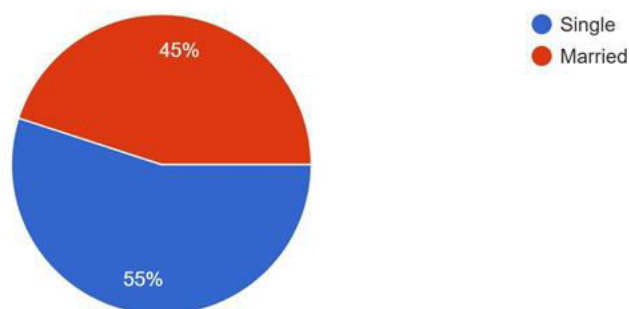
Majority (22.5%) of the respondents are UG

Table 4: Marital status of the respondents

S. NO	MARITAL STATUS	RESPONDENTS	PERCENTAGE
1	Single	55%	55%
2	Married	45%	45%
	Total	100.00	100.00

Source: Primary data

Chart 4: Marital status of the respondents

Marital status
120 responses**Interpretation**

From the above table it is interpreted that the number of married respondents is 22% and Single is 55%

Inference

Majority (55%) of the respondents are Single.

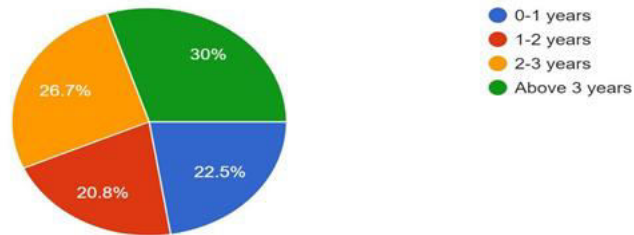
Table 5: Experience of the respondents

S. No	PARTICULARS	RESPONDENTS	PERCENTAGE
1	0-1 years	22.5%	22.5%
2	1-2 years	20.8%	20.8%
3	2-3 years	26.7%	26.7%
4	Above 3 years	30%	30%
	Total	100	100

Source: Primary data.

Chart 5: Experience of the respondents

Experience
120 responses



Interpretation

From the above table we find, 22.5% of the respondents are between 0-1 years, 20.8% of the respondents are between 1-2 years, 26.7 % of the respondents are between 2-3 years and 30% of the respondents are between above 3 years.

Inference

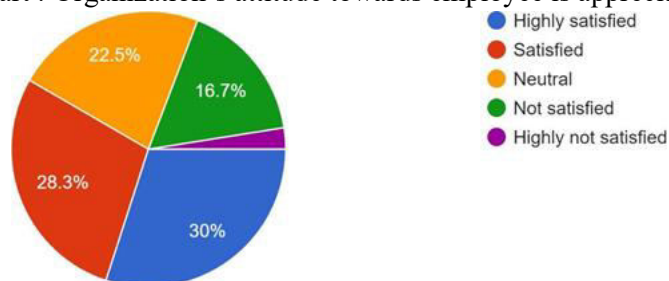
Majority (30%) of the respondents are having experience between above 3 years.

Table 6: Organization's attitude towards employee is appreciable

S. No	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Highly satisfied	30%	30%
2	Satisfied	28.3%	28.3%
3	Neutral	22.5%	22.5%
4	Not satisfied	16.7%	16.7%
5	Highly not satisfied	2.5%	2.5%
	Total	100	100

Source: Primary data.

Chart : Organization's attitude towards employee is appreciable

**Interpretation**

From the above table, 30% of the respondents are Highly satisfied with management reviews and 27% of the respondents are in neutral state.

Inference

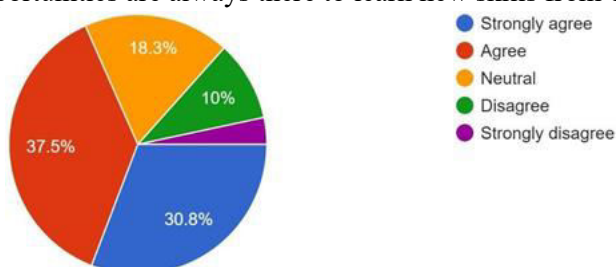
Majority (30%) of the respondents are Highly satisfied.

Table 7: Opportunities are always there to learn new skills from other job role

S. No	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Strongly Agree	30.8%	30.8%
2	Agree	37.5%	37.5%
3	Neutral	18.3%	18.3%
4	Disagree	10%	10%
5	Strongly Disagree	3.3%	3.3%
	Total	100	100

Source: Primary data.

Chart 7: Opportunities are always there to learn new skills from other job role

**Interpretation**

From the above table, 37.5% of the respondents are agreeing with management reviews and 22% of the respondents are in neutral state.

Inference

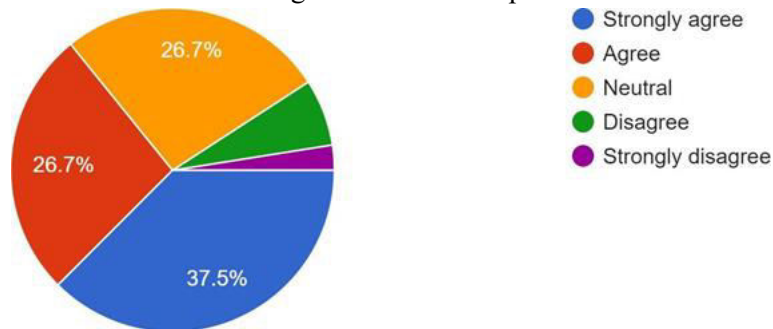
Majority (37.5%) of the respondents are agreeing.

Table 8: Individual growth and development are defined

S. No	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Strongly Agree	37.5%	37.5%
2	Agree	26.7%	26.7%
3	Neutral	26.7%	26.7%
4	Disagree	6.7%	6.7%
5	Strongly Disagree	2.5%	2.5%
	Total	100	100

Source: Primary data.

Chart 8: Individual growth and development are defined



Interpretation

From the above table, 26.7% of the respondents are agreeing with management reviews and 26.7% of the respondents are in neutral state.

Inference

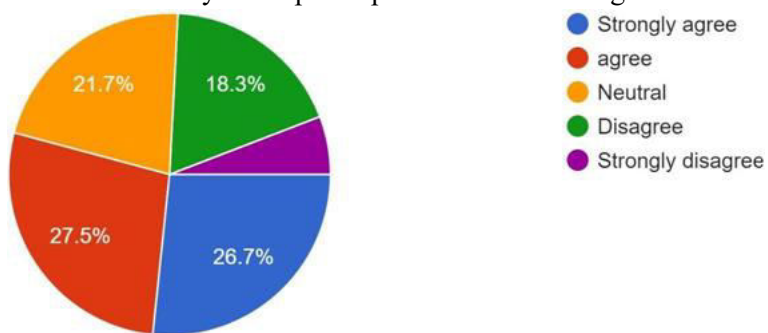
Majority (37.5%) of the respondents are Strongly agreeing.

Table 9: Plenty of scope for promotions in the organization

S. No	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Strongly Agree	26.7%	26.7%
2	Agree	27.5%	27.5%
3	Neutral	21.7%	21.7%
4	Disagree	18.3%	18.3%
5	Strongly Disagree	5.8%	5.8%
	Total	100	100

Source: Primary data.

Chart 9: Plenty of scope for promotions in the organization

**Interpretation**

From the above table, 27.5% of the respondents are agreeing with management reviews and 21.7% of the respondents are in neutral state.

Inference

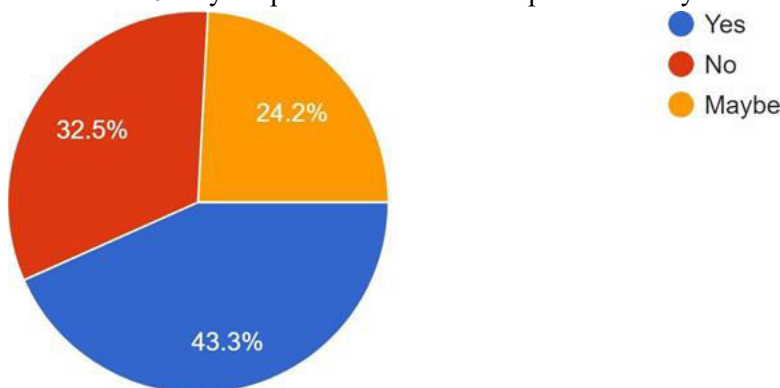
Majority (27.5%) of the respondents are agreeing.

Table 10: Is your promotion and career path clear to you

S. No	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Yes	43.3%	43.3%
2	No	32.5%	32.5%
3	Maybe	24.2%	24.2%
	Total	100	100

Source: Primary data.

Chart 10: Is your promotion and career path clear to you

**Interpretation**

From the above table, 43.3% of the respondents are accepting with management reviews and 32.5% of the respondents are not accepting.

Inference

Majority (43.3%) of the respondents are agreeing

IV. FINDINGS, SUGGESTION AND CONCLUSION

FINDINGS

- ❖ It was found that Majority (57.5 %) of the respondents are age between 21 to 30 years.

- ❖ It was found that Male (50%) and Female (50%) respondents are Male
- ❖ It was found that Majority (22.5%) of the respondents are UG
- ❖ It was found that Majority (55%) of the respondents are Single.
- ❖ It was found that Majority (30%) of the respondents are having experience between above 3 years.
- ❖ It was found that Majority (30%) of the respondents are Highly satisfied with the organization's attitude towards employee.
- ❖ It was found that Majority (37.5%) of the respondents are agreeing that
- ❖ Opportunities are always there to learn new skills from other job role.
- ❖ It was found that Majority (37.5%) of the respondents are Strongly agreeing that individual growth and development are defined.
- ❖ It was found that Majority (27.5%) of the respondents are agreeing that Plenty of scope for promotions in the organization.
- ❖ It was found that Majority (43.3%) of the respondents are agreeing that
- ❖ promotion and career path is clear.
- ❖ It was found that Majority (34.2%) of the respondents are satisfied with the chances for promotion in the company.
- ❖ It was found that Majority (55%) of the respondents are agreeing that career path and progressing in both personal and professional development at this company.
- ❖ It was found that Majority (30%) of the respondents are neutral with management encourages and provides assistance for employee's education.
- ❖ It was found that Majority (35.8%) of the respondents are neutral with
- ❖ Existing organization hierarchy supports career growth.

- ❖ It was found that Majority (35%) of the respondents are neutral with career development uses HR competency and attain better output.
- ❖ It was found that Majority (69%) of the respondents are agreeing with
- ❖ Organization support you in exploring your professional interests and goals.
- ❖ It was found that Majority (29.2%) of the respondents are neutral that they have opportunity to develop my full potential
- ❖ It was found that Majority (52.5%) of the respondents are agreeing that, they have opportunity for professional growth in this organization.
- ❖ It was found that Majority (32.5%) of the respondents are neutral with prediction of future career path in organization by observing other people's experiences.
- ❖ It was found that Majority (34.2%) of the respondents are agreeing that job allows them to sharpen their professional skills.

SUGGESTIONS

- It is found that the procedure and methods followed for human resource planning in the organization needs improvement and human resource planning lacks in concentrating on training programs for different level of employees in the organization. At this juncture Human asset planning is essential in Computer programming businesses. Along these lines HR planning procedure should cover every one of the conditions.
- All companies must have clear recruitment policy. All companies must have a clear basis of selection of employees. Campus selection ought to be additionally reinforced and to be stretched out to rural area training

foundations; so talented people can be recruited. Relevant information should be provided by the organization about the job provided to the employees and they should have clear idea about their targets assigned.

- Recruitment procedure ought to be conveyed by functional supervisors in meeting with the HR division in all companies. With the goal that exceptionally skilled applicants can be recruited.
- Assessment of training and development needs ought to be embraced by all the companies. In all companies training should stream toward the path to prepare the employees actually on new advancements and just as to improve their correspondence, identity and so on.
- Employees felt discomfort for which they are allowed to express their problems minimally at an informal way, less mutual cooperation among people exist in the organization and relationship with superiors and subordinates is less. To overcome this companies are recommended to encourage Employees' participation in Management and decision making.
- It is proposed to conduct pay study by all companies. There ought to be accord among sectors with respect to the variables to be considered in deciding pay approach. Both performance appraisal and compensation survey result ought to be the reason for deciding the compensation.
- Through findings it is observed that the respondents are little unhappy about the infrastructure facilities. Hence Canteen, transportation, maternity, reward, leave travel concession, education support, leave encashment, gratuity and other

benefits ought to be given by all companies.

- Grievances of all type to be addressed and solutions will be offered to the employees fruitfully. Organization should adopt good mechanism to settle the conflicts between them and the employees.
- Low turnover ventures are especially not doing great in regard of HRD policies and practices. Along these lines they are encouraged to improve HRD climate in their firm. Taking this in mind the companies have to enrich the Human resource management practices which in turn leads to development of career growth of IT employees.

CONCLUSION

The industry commitment to the nation's HR has been amazing. The number of employees in companies in Hyderabad is found consistently expanding. The administration part and all the more so the division is intensely people driven and subsequently requires legitimate administration of its HR. The present study in such manner endeavors to comprehend the elements of human resource management and its effect on Career growth and development of employees in companies. From this we conclude that the HRM practices like HR Planning, Recruitment, Selection, Performance appraisal, Training and Development, Peer relations, grievance handling and employee involvement in decision making etc has to contribute to the growth of the company. Better Recruitment and Selection or improved Work environment and Salary administration may also produce the same result at lesser cost with more steadiness's. To make the Human Resource Management practices in the association increasingly viable, it may be better if care is taken while choosing representatives to the association and steps are taken to give progressively compelling and legitimate preparing and advancement offices to

the workers of the association. companies are putting forth appealing pay packages, performance-based salary structure, better job satisfaction, career opportunities and challenging nature of jobs. Employees' motivation and retaining the talents in the organization are the main challenges faced by the companies in Hyderabad. The general working conditions, a reasonable pay, professional development, training and development, participation in decision making process and motivation etc. are the important factors in attracting and retaining employees in the organization.

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2. Harvard Business Review (HBR) – Provides insights into career growth, workforce trends, and HR strategies.
3. International Journal of Human Resource Management – Features research on employee training, career development, and organizational growth.

4. Academy of Management Journal – Covers leadership, talent management, and employee motivation.
5. Personnel Psychology – Focuses on career planning, job satisfaction, and performance management.

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3. World Economic Forum – <https://www.weforum.org> (Reports on future work trends)
4. McKinsey & Company – <https://www.mckinsey.com> (Research on talent management and digital transformation)
5. Harvard Business Review – <https://hbr.org> (Articles on career planning and organizational growth)