



An Analysis Of Career Planning Perceptions Among Employees Of Private Banks In Jodhpur City

Dr. Anju Agarwal

Assistant Professor

Department of Business Finance and Economics

Faculty of commerce and management studies

Jai Narain Vyas University, Jodhpur.

1.1 ABSTRACT

Goal of the study: The purpose of this research report is to assess employees' perceptions of career planning within their organizations. The key research question guiding this study is: "Do employees believe that career planning is actively prioritized by the HR department in their organization?"* This question serves as the foundation for transforming qualitative insights into a statistical analysis of employee views on the effectiveness and importance of career planning in their workplace.

Key finding: This research's key finding is that HR departments in private banks in Jodhpur city do not place significant emphasis on career planning for their employees. Within the organisational structure, career planning is seen with disinterest, suggesting that it is a generally disregarded task. This suggests a lack of strategic attention to personnel development and career advancement.

Research Methodology: The study focuses on private banks in Jodhpur city, with a sample size of 142 employees. A combination of Likert scale statements was employed to gather data, and a one-sample Wilcoxon test was applied to derive meaningful results from the raw data. The information was analyzed and synthesized using SPSS software, which facilitated the statistical processing and interpretation of the responses.

Applicability: The study is extremely pertinent to today's changing workplace, as economics is not the only factor influencing success. Career planning has become essential due to shifting organisational dynamics. To comply with current management concepts and guarantee employee development and long-term organisational progress, career planning must be promoted and integrated into the modern workplace.

Limitations of the study: Both employers and workers participate in the career planning process. However, this study is restricted to looking at the viewpoint of the employees, with a particular emphasis on the actions that employers have taken. The research sample consists of 142 respondents from a narrow geographical area—Jodhpur city—and is confined to employees working in private banks. As a result, the findings may not be generalisable to other industries or regions, and further research with a larger sample size and broader scope would be beneficial to draw more comprehensive conclusions.

Keywords: *Career Planning, Private Banks.*

1.2 INTRODUCTION

Career Planning: A Continuous, Iterative Process

Career planning is a dynamic, ongoing process in which individuals actively engage in self-evaluation, goal setting, skill enhancement, and the pursuit of appropriate career opportunities. It is a strategic approach to shaping one's professional path, aligned with personal career objectives, aspirations, and inherent abilities. At its core, career planning involves understanding oneself, setting achievable career goals, developing the necessary skills, and seeking out roles that align with one's qualifications. This iterative process is essential for navigating the constantly changing job market and for achieving long-term professional success.

A Continuous, Goal-Oriented Approach

Career planning is not a one-time event; it is a continuous journey that may require reevaluation and adjustments based on market demands, personal progress, and shifting goals. This planning process should always be in line with a more comprehensive career goal, which encompasses not just entering a field but also gaining the basic and specialist skills necessary for success in that field. While someone who wants to work in marketing might need a business degree or specific marketing knowledge, someone who wants to work in computer technology has to learn programming languages and coding.

The Step-by-Step Process of Career Planning

The methodical process of career planning enables people to outline their professional path, encompassing both immediate and long-term objectives. Self-assessment, which entails determining one's strengths, limits, talents, and values, is a crucial step in this process. People who are self-aware are able to identify career opportunities that align with their goals and skill set. Career planning is not limited to simply finding a job; it requires continual learning and professional development to enhance skills and grow within one's chosen

field.

Without career planning, outside influences like market conditions, cultural norms, and other people's decisions can have a big impact on a person's career path. A successful career may result from this, but it may also cause a dissonance between the job and the person's long-term professional goals, limiting them to positions that don't align with their personal goals.

The Importance of Early Career Planning

There are several advantages to beginning career planning early in life. By outlining the knowledge, credentials, and work experience needed to accomplish certain career goals, people may more effectively arrange their education and training. Without a defined career path, one could end up in a role that doesn't align with their goals or interests. Furthermore, if the chosen career path does not align with one's long-term objectives or if the required skills or certifications are lacking, inadequate planning may lead to professional stagnation or frustration.

Therefore, career planning need to be viewed as a long-term approach as opposed to a temporary job search. It involves planning for a career that aligns with one's objectives, acquiring the necessary skills and education, and spotting the right opportunities. For instance, someone who wants to work in healthcare might need specific training or degrees, whereas someone who wants to work in technology might need to stay current with emerging technological advancements.

Adaptability and Re-Planning

A key component of career planning is adaptability. Because the labour market is always changing, people's career paths must be revised on a regular basis. A reassessment of one's professional path may be necessary due to factors including changing personal objectives, technological advancements, or market conditions. Due to shifting interests or market needs, someone who had previously planned to work in finance may decide to switch to the creative industry.

An essential part of this process is learning. Continuous learning and skill development enable people to stay competitive and relevant in their areas, ensuring long-term career growth. Instead of being a short-term activity focused solely on current job demands, career planning should be seen as a flexible, long-term process.

Career Planning Within Organizations

Career planning is an essential part of personnel management as it may also be organised inside a company. Career planning at an organisation involves creating distinct pathways for people to advance and develop. However, these career pathways are not universally fixed; they are designed based on individual employees' needs, aptitudes, interests, and goals. Organizations can play a critical role in fostering career development by providing resources, training, and opportunities for advancement that align with the employee's career

aspirations.

Research Objective: Understanding Perceptions of Career Planning

The purpose of this research report is to explore the perceptions of employees regarding career planning within their organizations. The central research question driving this study is: "Do employees genuinely believe that HR in their organization takes career planning seriously?" This question seeks to gauge whether career planning initiatives are adequately prioritized by HR departments and how employees perceive their involvement in these initiatives. By translating this inquiry into a statistical analysis, the study aims to shed light on the effectiveness of career planning processes within private banks in Jodhpur city and to identify areas for improvement.

1.3 REVIEW OF LITERATURE

Basuki & Widyanti, (2022) The findings reveal a direct positive relationship between organizational learning culture, career planning, and career management, with varying degrees of intensity. In other words, as an organization's learning culture strengthens, the career development processes for employees—such as planning and management—also improve. Additionally, the study demonstrated a positive indirect relationship between these variables, confirming the fifth hypothesis of the research. This implies that organizational learning not only directly impacts career development but also facilitates other supportive processes that enhance employee career growth in SMEs.

Layton, Solberg et al. (2022). According to their research work, the study assessed the effects of academic career courses offered at two institutions that were specifically created to increase career awareness, interest, and career-related confidence among doctoral students and postdoctoral fellows. Despite variations in content, delivery methods, and teacher types, both academic career courses produced notable improvements in career awareness and readiness, suggesting the benefits of regular career development efforts throughout PhD training. Academic career courses that focus on career planning skills have been developed and successfully taught, showing that institutions can use them and are a useful tool for getting PhD students ready for the move from training to the workforce.

Pascariati & Ali (2022) suggest formulating a hypothesis on the impact of these factors to direct future research in human resource management (HRM). It highlights how important it is to comprehend how environment, experience, and talents relate to one another to create frameworks for making decisions and strategies for career planning.

The study highlights the complexities of career planning and decision-making, arguing that a combination of personal experiences, environmental events, and cognitive ability influences these processes. This provides insightful information for academics and HR professionals looking to improve career development plans and decision-making procedures.

1.4 RESEARCH OBJECTIVES

The key research objective of your study is to assess the involvement of management in career planning initiatives aimed at fostering the growth and development of employees in private banks located in Jodhpur city.

1.5 RESEARCH METHODOLOGY

The research is descriptive and relies on primary data collected from 142 respondents. The data was gathered through Google Forms distributed via WhatsApp, email, and messages. Likert scale statements were crafted to capture respondents' perceptions on the sensitive issue of employer participation in career planning. A one-sample Wilcoxon test was used to examine the replies statistically.

1.6 ANALYSIS OF DATA

Based on a thorough review of the relevant literature and considering all possible angles related to career planning, you framed 9 Likert scale statements. These statements were designed to capture respondents' perceptions of employer participation in career planning. The specific statements likely cover critical aspects of career development, such as organizational support, opportunities for advancement, feedback mechanisms, and the alignment of career goals with organizational objectives.

1.6.1 Likert Statement

Following Likert Statement were framed

1. The banks offer regular coaching programs to help employees understand and navigate their career development.
2. Performance appraisals are conducted to enhance employee performance and growth.
3. Career counselling sessions are held regularly to guide employees in their professional journey.
4. Job rotation is implemented to improve employee performance and broaden skill sets.
5. Employee development and growth are prioritized as key objectives of the organization.
6. Effective mentoring is provided to complement employees' core responsibilities and foster development.
7. The bank adopts the latest methods to improve employee performance and enhance overall productivity.
8. HR takes a personalized approach to ensure the growth and career development of each individual.
9. Career development pathways are established to facilitate strategic and effective career planning.

1.6.2 Hypothesis Testing

H₀₁: There is no significant difference in respondents' perceptions regarding the involvement of management in career planning initiatives aimed at fostering the growth and development of employees in private banks located in Jodhpur city.

For the purpose of testing the hypothesis mentioned above, the mean score was calculated, and further one-sample Wilcoxon test was applied (test value 2.5)

Summary of Ranks

		n	Mean Rank	Sum of Ranks
Mean Score - Test Value	Negative Ranks	33	45.12	1489
	Positive Ranks	109	79.49	8664
	Ties	0		
Total		142		

As depicted in the above table, the positive rank count was higher than that of the negative rank, which implies that the respondents agreed with the statement.

Results of One sample Wilcoxon test

	W	z	p
Mean Score	1489	-7.31	<.001

As depicted in the above table, the p-value was less than 0.05, which indicates that the sample was not assumed to be from the population with a mean value of less than or equal to 2.5.

Decision

Based on the above grounds, the researchers accept the null hypothesis and conclude that there is no significant difference in respondents' perceptions regarding the involvement of management in career planning initiatives aimed at fostering the growth and development of employees in private banks located in Jodhpur city.

1.7 RESEARCH FINDINGS

The findings from the research paper are:

1. The management and HR teams in private sector banks in Jodhpur do not provide adequate support for effective career planning for their employees.
2. The HR team does not give sufficient attention to the importance of career planning within the organization.

3. Employees express significant dissatisfaction with the current career planning initiatives.
4. The management is ineffective in identifying and aligning career goals for their employees.
5. There is a lack of focus on career planning, career pathways, and employee development within the banks, which is crucial for long-term organizational success.

1.8 REFERENCES

1. Basuki, B., & Widyanti, R. (2022). Enhancing The SME's Employee Careers Development: The Role of Organizational Learning. *At-Tadbir: jurnal ilmiah manajemen*, 6(2), 144-154.
2. Conger, S. (2002). Fostering a career development culture: Reflections on the roles of managers, employees and supervisors. *Career development international*, 7(6), 371-375.
3. Hassan, H., Hussain, M., Niazi, A., Hoshino, Y., Azam, A., & Kazmi, A. S. (2022). Career Path Decisions and Sustainable Options. *Sustainability*, 14(17), 10501.
4. Khan, J., Saeed, I., Zada, M., Nisar, H. G., Ali, A., & Zada, S. (2023). The positive side of overqualification: examining perceived overqualification linkage with knowledge sharing and career planning. *Journal of Knowledge Management*, 27(4), 993-1015.
5. Layton, R. L., Solberg, V. S. H., et al. (2022). Career planning courses increase career readiness of graduate and postdoctoral trainees. *F1000Research*, 9(1230), 1230.
6. Mubarok, A. A. (2022). Optimization of Career Development Through Transformation of Functional Position of Customs and Excise Inspector at Indonesian Customs. *Journal of Accounting and Finance Management*, 2(6), 269-282.
7. Pascariati, P. S., & Ali, H. (2022). Literature Review Factors Affecting Decision Making and Career Planning: Environment, Experience and Skill. *Dinasti International Journal of Digital Business Management*, 3(2), 219-231.
8. Santoso, M. (2022). Effect of Work Stress Control and Career Development on Employee Performance at PT Woori Bio Corpora, South Jakarta. *Science Journal of Business and Management*, 102, 62.