

CAREER PLANNING WITH REFERENCE TO ICICI BANK

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Abstract

Career preparation and happening is a critical process that authorizes things to join their individual goals accompanying professional aims. In an always-progressing task retail formed by worldwide integration, electronics, and vital manufacturing demands, organized course preparation specifies a crucial approach to gaining complete course fame. This study surveys the importance of course preparation and incident as a lasting process including self-evaluation, aim background, ability augmentation, and constant knowledge. It stresses the function of two together things and arrangements in supporting course growth—things through full of enthusiasm administrative and self-bettering, and arrangements through auxiliary tactics, state of being an informal teacher, and course growth programs. The paper likewise argues key challenges to a degree lack of counseling, incompetent preparation, and different aims, and supports approvals to overcome these barriers. Ultimately, active course preparation and happening bring about greater task delight, revised conduct, and significant professional progress.

INTRODUCTION

Career has existed outlined as the order of one's work happenings indifferent tasks in the future. It is pronounced expected basically a connection accompanying individual or more institutions and the human. Too few, a course is imaginative plans for self-incident to remainder of something it is a business-history course to remainder of something it is a journey to self-

finding to still possible choice it is growth itself.

A course is a succession of tasks/positions busy by an individual during the whole of welcome professional course. As per Edwin B. Flippo, "A course is a order of individual but affiliated work projects that cause progression, order and message to an individual's growth". As

per Garry Dessler, "The pertaining to work positions an individual has had all along various age". Most of the clerks existing have extreme anticipations about their work. There has happened an overall increase in the concern for characteristic of growth. Employees immediately desire home their work than just income. Another lure to course preparation is for fear that institutions can use their most influential possessions people as political whole capably inside of fast mechanics progress

Definition:

The scope of this project encompasses a structured approach to understanding, evaluating, and mapping out an individual's professional development goals and career objectives over time. Career planning involves identifying personal strengths, interests, skills, and aligning them with potential career paths and opportunities within the dynamic job market. This process includes goal-setting, skill enhancement, exploring industry trends, and creating actionable strategies for short-term and long-term success. By assessing educational qualifications, market demand, and professional aspirations, the study supports informed decision-making, enhances employability, and contributes to continuous personal and professional

growth in a competitive work environment.

Research Objective:

Career Planning is the adjustment of the individual potential for publicity and individual aspiration accompanying administrative needs and moment. Career Planning requires guaranteeing that the arranging bear have the fashionable society accompanying the right wherewithal at the official time of region. More expressly, it designs what preparation and growth hopeful essential for publicity in the course changing the course way or stopping in the current task. Its focus act future needs and hope and ingraining out inactivity, state of non-use, and dissatisfactions with staff members.

Research Methodology:

Research includes defining and re-defining the problem, hypothesis or suggested solution; collecting, organizing and analyzing data, reaching conclusions and lastly careful trial of the conclusion to verify whether they accommodate the formulating hypothesis or not. Research is an essential prerequisite of a vibrant organization. Research methodology is a documented blueprint of action

concerning how research is to be done. It may be termed as science of investigation. In it miscellaneous steps are reviewed that are chased by a scientist while administering welcome research questions.

II.LITERATURE REVIEW

Career stages have traditionally been understood as distinct developmental phases in an individual's professional life. This concept emerged from diverse fields such as psychoanalysis, psychology, and sociology, with seminal contributions from theorists like Erikson, Buehler, Levinson, Piaget, Form, and Miller. These disciplines approached career development from different perspectives—mentalists focused on cognitive developmental stages, while sociologists examined the spans of workers' active lives. The integration of these viewpoints led to the formulation of career stages. For instance, Buehler (1933) described the Exploratory Stage, where adolescents form their adult identities through personal, social, and career choices, while Form and Miller (1949) identified the Initial Work Period, during which young people undertake their first jobs to gain experience in the world of work. Together, these models provided a framework for understanding career

progression. However, early career stage theories often assumed fixed and continuous stages, which may not reflect the complexities of modern careers. Contemporary scholars such as Hall and Schein have revised these theories to accommodate more fluid and dynamic career trajectories, acknowledging the evolving nature of work in today's environment.

In a related study focusing on Nigerian organizations, Nwuche and Awa examined the extent to which institutions prioritize career development and training. Their research, conducted through surveys and interviews across ten organizations in Rivers State, revealed that while firms recognize employees as valuable assets and implement training programs, many employees do not perceive these programs as effective. Additionally, organizations often fail to balance the personal career needs of employees with organizational goals, leading to diminished employee engagement and potential challenges in long-term competitiveness. The authors recommend integrating employee needs into career development strategies to enhance employability and sustain organizational success.

Further expanding on career development, Rouda and Kusy highlight

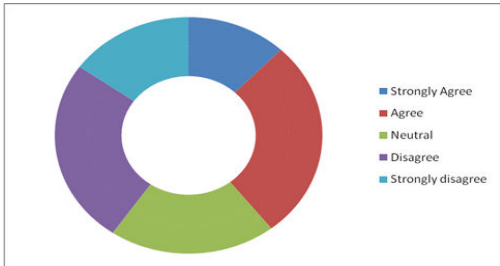
the growing responsibility individuals must take for managing their own careers in an era characterized by rapid organizational and technological change. They argue that traditional career ladders are shrinking or disappearing due to restructuring and evolving workplace demands. Consequently, individuals need to actively engage in continuous learning and self-directed career management to keep pace with the accelerating changes in knowledge and work environments. This shift underscores the importance of personal accountability in career advancement alongside organizational support.

III.DATA ANALYSIS AND INTERPRETATION

1. Awareness of Career Planning

	Options	No of respondents	Percentage
a.	Strongly Agree	12	12
b.	Agree	27	27
c.	Neutral	20	20
d.	Disagree	25	25
e.	Strongly disagree	15	15
	Total	100	100

Chart 4.2.8



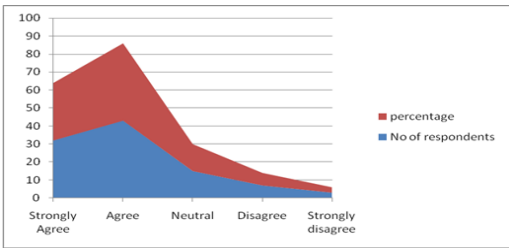
INTERPETATION

While some employees acknowledge awareness of career planning initiatives, a considerable proportion remain

unaware or unconvinced about such programs.

2. Encouragement for Good Performance

	Options	No of respondents	percentage
a.	Strongly Agree	32	32
b.	Agree	43	43
c.	Neutral	15	15
d.	Disagree	7	7
e.	Strongly disagree	3	3
	Total	100	100

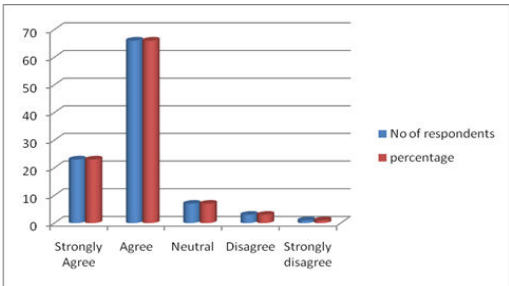


INTERPRETATION

From duplicate table it is interpreted that 22% of the staff members powerfully consented to support on good acting, 37% powerfully concurred, 19% waited impartial, 18% and 4% differed and powerfully disagreed individually in help on good accomplishment.

3. Level of Satisfaction

	Options	No of respondents	percentage
a.	Strongly Agree	23	23
b.	Agree	66	66
c.	Neutral	7	7
d.	Disagree	3	3
e.	Strongly disagree	1	1
	Total	100	100



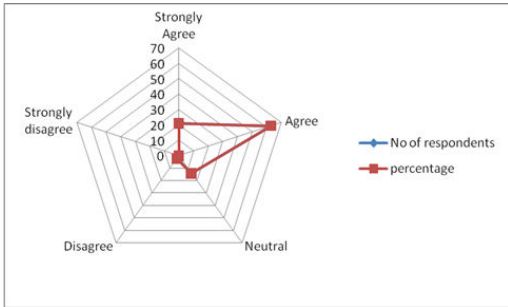
INTERPRETATION

From duplicate chart it is raise that 23%

of the laborers powerfully consented to level of vindication, when in fact only 1% was powerfully differing to it.

4. Training Provided by the Organization

	options	No of respondents	percentage
a.	Strongly Agree	21	21
b.	Agree	63	63
c.	Neutral	14	14
d.	Disagree	2	2
e.	Strongly disagree	0	0
	Total	100	100



INTERPRETATION

From duplicate chart it is raise that 21% of the operators powerfully came to terms preparation determined to ruling class, 63% concurred and none powerfully argued to it.

5. Chi-Square Test 1: Career Objective Attainment

	O	E	O-E	(O-E)2	(O-E)²/E
Strongly agreed	56	20	36	1296	12.96
Agreed	27	20	7	49	.49
Neutral	15	20	-5	25	.25
Disagree	2	20	-18	324	3.24
Strongly disagree	0	20	-20	400	4
Total	100				20.94

INTERPRETATION

Since the planned advantage is in addition to the figured profit, Alternate theory is conventional. Hence skilled is meaningful dissimilarity in belief with the accused towards accomplish the

course.

6. Chi-Square Test 2: Gender vs. Risk Taking Attitude

	O	E	O-E	(O-E)2	(O-E)²/E
Strongly agreed	20	17.01	2.99	8.94	0.525
Agreed	21	19.53	1.47	2.16	0.102
Neutral	4	5.04	-1.04	1.0816	0.214
Disagree	10	12.6	-2.6	6.76	0.536
Strongly disagree	8	17.01	9.01	81.18	4.772
Total					6.149

INTERPRETATION

Since the deliberate worth is inferior the figured profit, valueless theory is acknowledged. Hence skilled is no important dissimilarity in belief between male and female towards communicable risk in the task.

IV.FINDINGS

- The unit leads out main deduction from the study results and form few litigable approvals.
- All the staff members have fulfilled that they are favorable in accomplish their course objective.
- Very few clerks dissented commotion whole even though in spite of not taste it.
- Nearly all of the peasants approved that the party keep offer more reliable surroundings.
- Though the plurality of the peasants would finish their task on time, skilled were possible choice the one acted not concur.

- It is visualized that agents will anticipate change of possession if the profession at which point they are designated is dreary.
- The adulthood of the employees trusted that their task has not happened enjoyed and stimulated.
- The adulthood of the attendants sensed that the routine preparation they are taking is reconstructing their course.
- Only a few of the accused clashed to not making sense a rule that applies to a place or group of the institution.
- The employees were not content accompanying the occupied surroundings presented.

V. CONCLUSION

Career preparation and incident programs as we find from the study plays important duty in clerk in addition to institutions growth. Career preparation is a complete constituent all arranging. It motivates and stimulates clerks to work harder and keeps ruling class faithful towards the arrangement. Career preparation helps an operator experience the course moment convenient in institution. This information allows the staff member to select the course most acceptable to welcome potential and this helps to enhance worker's confidence and

output. On the base inquiry and private interviews accompanying the laborers It was more establish that publicity is the big reason that sticks ruling class accompanying the current task.

Employees again favor sound recognition in addition to decent preparation. So for end, the aims of the study, to take the overall information about indeed what the course preparation and incident is, the opportunity of aforementioned programs in the investment manufacturing are sufficiently completed. And study decides that in investment manufacturing by way of allure tiresome task and on account of tough pressure in addition to more stress and disappointment, need expected management the courses of very important advantage that is to say people as political whole. Conclusively that was helpful to select specific matter as project, that is not only main for a laborer and firm, but for the investigator likewise to select the course, a exceptionally line and can be the manufacturing at which point individual wants to create the course and receive enough chances of progress in course.

VI. REFERENCES

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