

CAREER PLANNING



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Short Profile

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ABSTRACT:

Career planning refers to the growth of the employee in an organization.

It refers to the various positions an employee moves to as he grows in an organization.

The employee may move vertically most of the time but also move laterally or cross functionally to move to a different type of job role.

Succession planning is a process whereby an organization ensures that employees are recruited and

developed to fill each key role within the company.

KEYWORDS

Employee, Growth, Organization.

INTRODUCTION:

Career planning refers to the growth of the employee in an organization. It refers to the various positions an employee moves to as he grows in an organization. The employee may move vertically most of the time but also move laterally or cross functionally to move to a different type of job role.

Career planning is used interchangeably with career ladder. Most successful companies chalk out a career path/career ladder for the employees in order to provide them with a realistic picture of their position in the coming years in order to retain them. Having a clear idea about future positions and job responsibilities, the employee and the company can work to identify areas where relevant training is required for the employee to build his competencies to fulfill future job requirements.

A career planning is a map from point "A" to point "B". Many job seekers have a goal in mind, a dream job they are striving for. Others aren't quite sure what the future holds for their professional life and need a nudge. Whatever your case, we can help you find a job that is a step in the right direction.

Career Planning is basically step by step development within the organisation or in another organisation.

It seems that employee and employer both can care about individual's career. Employer can also act to promote the employee or employee also free to leave the organisation to another institution for promoted positions.

Career Planning is a critical element / outcome of SUCCESSION PLANNING, Performance appraisal and Potential assessment systems.

The process of career planning

Career planning is the key process in career management. It uses all the information provided by the organization's assessments of requirements, the assessments of performance and potential and the management succession plans, and translates it in the form of individual career development programs and general arrangements for management development, career counseling, mentoring and management training.

Career planning the competency band approach

It is possible to define career progression in terms of the competencies required by individuals to carry out work at progressive levels of responsibility or contribution. These levels can be described as competency bands.