

# A Study on Strategic Human Resource Management of Career Planning for Employee OHM Energy (Chennai)

<sup>1</sup>P.KOWSALYA, <sup>2</sup>Mrs. C. SANGEETHA M.B.A, M.Phil., M.Com.,(Ph.D).

<sup>1</sup>Final year MBA student, <sup>2</sup>Assistant professor, Department of Management, Idhaya College for Women, Kumbakonam, India. <sup>1</sup>Kowsalyapandi1997@gmail.com

**ABSTRACT** - Profession arranging is the obligation of the worker, the association is relied upon to give the vital direction and guiding to infer ideal advantages of its HR. Vocation arranging profited both worker and the association are profited. Profession arranging causes him to move to predominant positions .Career arranging is a constant procedure as the workplace is never static. it is select a profession objectives and vocation way .to draw in the abilities individual towards the association. The worker futher difficulties of the vocation arranging

**Keywords :** employee goal , responsibility, futher challenges.

## I. INTRODUCTION

Profession arranging is the progressing procedure where investigate your advantage and capacities. Deliberately plan vocation objectives. Make your future work accomplishment by planning learning and activity intend to help your accomplish your objectives. Move and exercises to make accomplish your person's profession objectives.

Each individual has his own activity desire. To satisfy every single such desire one needs to secure the vital capability and abilities. He ought to likewise discover an association that readied to take him. While in administration, the people needs to consultancy update concealed occupation information and aptitude and at exactly that point he will probably move to higher positions. profession arranging is the procedure by which an individual chooses his vocation objectives and the way to accomplish these objectives.

## II. REVIEW OF LITERATURE

**THESSALONIKI, 2007** Viable profession arranging of workers is subject to compelling execution the executives, where the board considers correspondence and mix as a wellspring of keeping representatives consistently on their approach to objectives accomplishment. The intercession of genuine administration support in the workers' normal exercises hoists their mettle and shines their capacities to cut down the obstructions in the manner to their vocation and authoritative achievement. Consequently, they direct their endeavors to approach and accomplish the objectives".

**"ANTONIU, E. 2010;** Vocation Planning guarantees the hierarchical purpose of verifying the occupations of their representatives and the verified workers are the more dedicated and dynamic entertainers. This is one of the

center obligations of the administration of one spot that it ought to reliably work out to get ready for verifying their worker through verifying their activity.

**"JOHNSON, 2009 "**Different reasons for the workplace are satisfied through appropriate profession arranging. Consistence getting ready for representative's vocation yields their advancement and guarantees their stay with work place over the long haul".

## III. RESEARCH METHODOLOGY

- Total population - 1000
- Sampling size - 50
- Sampling techniques - simple random sampling
- Primary data - collected from ohm energy sys pvt ltd, Chennai.
- Secondary data - journals, articles related to career planning of employee

### 3.1 RESEARCH OBJECTIVE:

- To analyze morale and motivation level of employee.

## IV. DATA ANALYSIS AND INTERPRETATION

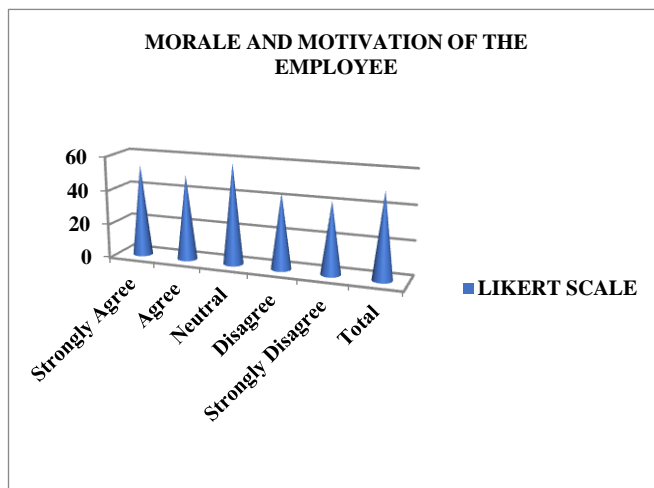
### LIKERT SCALE

**TABLE 4.1 PERCEPTION OF THE STATEMENT- MORALE AND MOTIVATION LEVEL OF EMPLOYEE**

PERCEPTION	LIKERT SCALE	LIKERT SCALING
Strongly Agree	54	45
Agree	50	33.33
Neutral	59	29.5

Disagree	44	29.33
Strongly Disagree	42	7
Total	50	144.16/50
	MORALE AND MOTIVATION LEVEL OF EMPLOYEE	2.88

**CHART 4.1**



#### INTERPRETATION:

Based on these likert scaling most of the respondents 3% Neutral that morale and motivation of the employee.

#### V. CONCLUSION

Career planning an effective career planning of employee. Further the study concluded that effective career planning is dependent on individual of career planning. An effective career planning requires a harmonious integration of the need and aspiration of the employee with requirement of the organization. The implementing for career planning programs should be focus on the both important aspect of the development an individual career planning of organization.

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