

SNS COLLEGE OF ENGINEERING



Kurumbapalayam (Po), Coimbatore – 641 107
An Autonomous Institution
Accredited by NBA – AICTE and Accredited by NAAC – UGC with 'A' Grade
Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai

DEPARTMENT OF MANAGEMENT STUDIES

COURSE NAME: 19BA315 STRATEGIC HUMAN RESOURCE MANAGEMENT

II YEAR /III SEMESTER

Unit IV - COMPETENCY DEVELOPMENT & CAREER

Topic 5- Career Planning



CAREER PLANNING



DEFINITION

- Career planning is a process of systematic matching career goals and individual capabilities with opportunities for their fulfillment.
- Career planning is the process of enhancing an employee's future value.
- CHARACTERISTICS
- Participative process
- Monitors employee's abilities and attitudes
- Developmental process
- Continuous process
- Life-long learning process



OBJECTIVES



- To attract and retain talented employees
- To know each employee's USP
- To guide and persuade employees
- To foresee future vacancies
- To assist in growth and development of the organisation
- To ensure the availability of managerial talent at all levels



PROCESS OF CAREER PLAN



Identification of individual needs and aspirations



Individual strength Assessment and weaknesses



Placement on career path



Review of career plans

Identification of organisational needs and opportunities



IMPORTANCE



< Employees

- Defines clear path of career
- Facilitates self-development
- Enhanced productivity

Organisation

- Ensure availability of talent
- Attracting and retaining talent
- Promoting positive image of organisation
- Protecting interest of disadvantageous employees.







- Time taking process
- Lacks objectivity
- Not appropriate for large workforce
- Outside forces
- Lack of knowledge and awareness
- Lack of flexibility
- Problems in measuring career success





QUESTIONS???

THANK YOU

