
An Empirical Research on Perception of Corporate Executives on Career Development

WILLIAM ROBERT. P¹, DHARSHANA. N. P²

¹Asst. Professor, Saveetha School of Management, Saveetha Institute of Medical and Technical Sciences, Saveetha University, Chennai,

²MBA Student, Saveetha School of Management, Saveetha Institute of Medical and Technical Sciences, Saveetha University, Chennai,

Email ID: williamrobert.ssm@saveetha.com, divyadharsana98@gmail.com

Abstract: The research paper titled A Study on Perception of Corporate Executives on Career Development. This paper studies Executive perception towards Career Development. Descriptive research is applied using a convenience method of sampling with 46 respondents. The tools used of the study are mean analysis, frequency analysis, t-test, ANOVA and Regression analysis. From the study it is found that Career Success is influenced by Career Development.

Keywords: Career development, Career Success, Executives, Innovation

INTRODUCTION

A Study On Perception Of Corporate Executives On Career Development is a report that briefs about the career plan or idea of corporate executives. Corporate Executives vary from directors and managers in that they make designs instead of supervise their finishing. A leader for the most part makes long haul and huge picture systems for the organization, a division or an office, with significant self-sufficiency concerning how the ventures will be created and executed. Notwithstanding this independence, Executives for the most part works related to a supervisory group, getting generally endorsement for his work before he starts.

A Career Development plan is a customized system used to help workers in accomplishing their vocation objectives. A profession advancement plan comprises of short and long haul objectives identified with the representatives work and should consolidate that Employees qualities and future Career yearnings. A Career is characterized as the mix and grouping of jobs played by an individual over a truly amazing span. These jobs incorporate those of youngster, understudy or understudy, leisure, resident, labourer, mate, homemaker, parent-and beneficiary, positions with related desires that are involved sooner or later by the vast majority, and different more uncommon jobs, for example, those of criminal, reformer, and darling. A Life-Career Rainbow is introduced as methods for conceptualizing multidimensional vocations, the fleeting association in, and the passionate pledge to, every job. Self-realization in different jobs, job clashes, and the determinants of job determination has briefly explained in this project.

A Career Development Plan is a composed rundown of the short and long term objectives that workers have relating to their current and future positions, and an arranged succession of formal and casual encounters to help the representatives in accomplishing their objectives. These objectives ought to be connected to every individual's qualities and potential.

Career Development Plans are generally discretionary. In any case, they ought to be prescribed to all representatives, with the goal that their momentary development and advancement targets are adjusted and upheld by their directors or managers and their drawn out profession desires are sensible.

As an administrator or chief, energize the utilization of an Individual Career Development Plan (ICDP) design for the entirety of your workers. Whenever you have clarified the estimation of the ICDP, you can accentuate that workers need to assume liability for making this structure for themselves and give the accompanying data: Momentary vocation objectives/goals (1-5 years), Long haul profession objectives/goals (+5 years), Improvement encounters temporarily, Synopsis proclamation, Instruction and preparing, Employment tasks, Formative exercises.

Our research idea is based on the rich knowledge acquired by our peer teams across the university. (Danda, S and Chinnaswami, 2009; Narayanan, Kannan and Sreekumar, 2009; Priya S et al., 2009; Danda and Ravi, 2011; Neelakantan et al., 2011, 2013; Prasanna, Subbarao and Gutmann, 2011; Narayanan et al., 2012; Venugopalan et al., 2014; Krishnan and Chary, 2015; Neelakantan and Sharma, 2015; Ramesh et al., 2016; Manivannan, I., Ranganathan, S., Gopalakannan, S. et al., 2018; Dua et al., 2019; Ezhilarasan, Apoorva and Ashok Vardhan, 2019; Panchal, Jeevanandan and Subramanian, 2019; Rajeshkumar et al., 2019; Ramadurai et al., 2019; Ramakrishnan,

Dhanalakshmi and Subramanian, 2019; A.C.Gomathi, S.R.Xavier Rajarathinam, A.Mohammed Sadiq, Rajeshkumar, 2020)

Currently we are working in Executive perception towards career development. This paper attempts to study the Executives Perception on Career Development, to Determine the relationship between the Career development and Success in Executive Lifespan, to determine the impact of demographic profile Career Development and Career Success .

REVIEW LITERATURE

(Cullen, 2008) said that the career assessment process necessitates individuals to take a career education. Career education means a procedure in which individuals learn about their strengths, weaknesses, qualities, skills, etc. their careers and the working area. Nowadays it is found that there is a strong tradition of career education in schools, however career 6 “Top reasons why we change jobs”.

(Brown, 2003) “Career development” This is about the factors influencing workers and their career. Findings ,organising career and labor market, Trends and issues in Career information.

(Graddick, 1988) This is about Corporate Philosophies of Employee Development, Career Growth and Human Resource Strategies. It is considered that all the executives must plan their career before they get into it and methods like Zones of advancement Improvement objectives, Activity steps, Expected finish date, Deterrents and arrangements , Assessment standards.

(Super, 1980) A Career is defined as the combination and sequence of roles played by a person during the course of a lifetime. The use of the Rainbow in Career Education and in counselling is Examined in this book.

(Greller, 2006) This is about the Hours invested in professional development during late career as a function of career motivation and satisfaction. Career Development International board. Career development is a more important factor that develops the Economic Welfare of the country.

(Betz and Hackett, 1981) An Approach to the conceptualisation and facilitation of women’s Career developed, self efficacy theory is presented. The Conceptual Framework provided is seen as having implications for the career development of men as well as women, but focus herein in on its potential for contributing to knowledge of the career development of Women.

(Patton and McMahon, 1999) Career Development and system theory. This Career Counselling Text uses general System theory to unify the many approaches to career development. This text addresses the integration of theory and practice through

the concepts of lifelong learning systems.

(Rappaport, Reed and Woerner, 1996) “The Career Opportunities” This is about the aging workforce raises new talent management issues for employers. Journal of Organisational Excellence is the key factor discussed in this study. The Career opportunities are all about the Skill of the human developed and learnings gained through life experience.

(Peterson, Sampson and Reardon, 1991) The purpose is to enable practitioners and future practitioners to establish career development services that will assist clients in developing the abilities to use self knowledge and career information to solve career problems and to make decisions wisely. The text is based on cognitive processing theory, a comprehensive paradigm derived from a rapidly expanding theoretical and research base in cognitive psychology.

(Patton and McMahon, 1999) The content is integrated within the field as representative of a shift in understanding existing relationships within and between career development theories.

RESEARCH & METHODOLOGY

The Corporate Executives of the firm have been targeted to collect the data for this research. Questionnaire with questions of demographic profile and perception about the Corporate Executives on Career Development. It has been circulated to 46 clients. Collected data analysed using frequency, mean, factor and variance. Corporate Executives profile.



Fig.1: shows the frequency analysis of Gender. From the Figure it is clear that the majority of the respondents are Male (48.9%) and female respondents are (48.9%). Thus both genders have equal respondents.

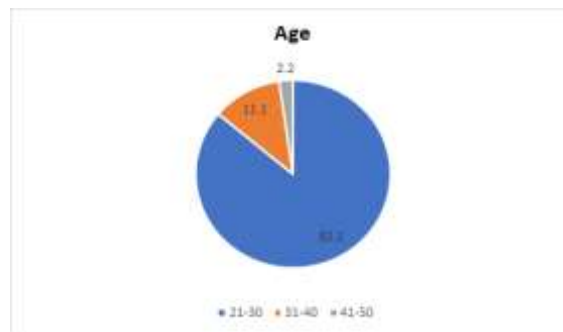


Fig.2: shows the frequency analysis of Age. From the Figure it is clear that majority of the respondents are 21-30 (82.2%) and respondents are 31-40 (11.1%) respondents are 41-50 (2.2%). Thus 21-30 age are maximum Respondents.

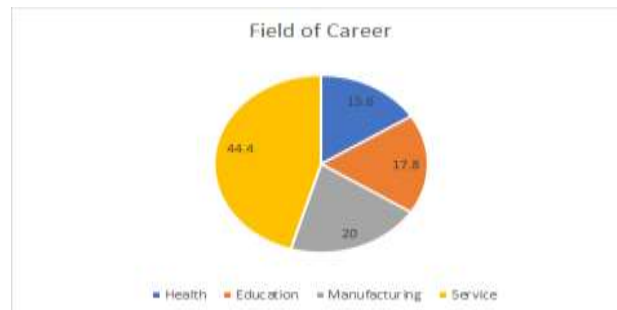


Fig.3: From the Figure it is clear that majority of the respondents are Health (15.6%) and respondents are Education (17.8%) respondents are Manufacturing(20%), respondents are Service (44.4%). Thus Service Industry are maximum.

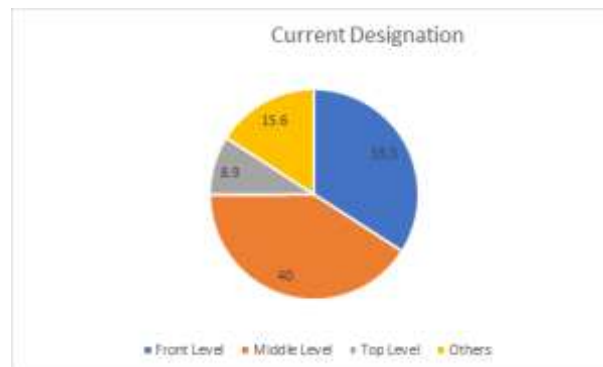


Fig.4: shows the frequency analysis of current Designation. From the Figure it is clear that majority of the respondents are Front Level (33.3%) and respondents are Middle level (40%) respondents are Top level(8.9%), Others (15.6%). Thus middle level Executives are maximum.

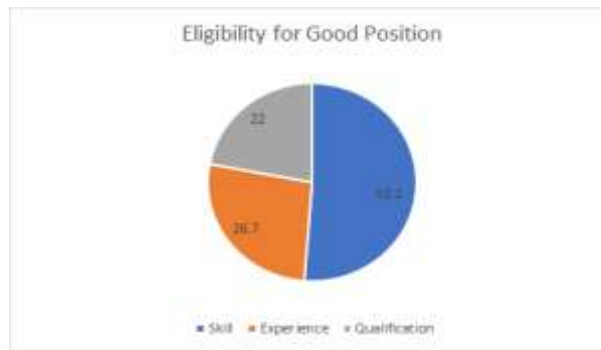


Fig.5: shows the frequency analysis of Eligibility for good position. From the Figure it is clear that majority of the respondents are Skill (51.1%) and respondents are Qualification (28.9%) respondents are Experience (35.6%). Thus most of the Organisation are looking for skill.

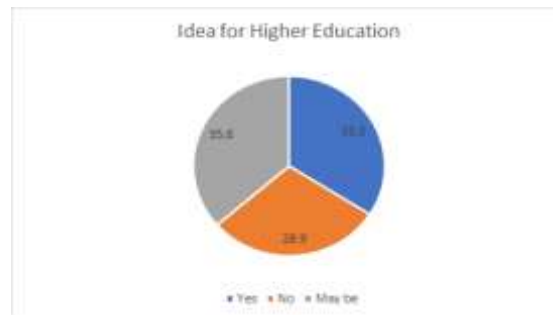


Fig.6: shows the frequency analysis of Idea for Higher Education. From the Figure it is clear that the majority of the respondents are Yes (33.3%) and respondents are No (28.9%) respondents are Maybe (35.6%). Thus people who have a choice are maximum.

Table 1: Mean Analysis factor of Perception of Executives on Career Development

Perception of Corporate Executives on career development	Mean	Rank
Corporate Executives should go for higher studies for betterment in career (betterment in career)	3.33	1
Corporate Executives goes for higher studies for filling the gap of skills which is required for the job(requirement for job)	2.06	2
Success in career is based on the number of stages/levels crossed in organisation (number of Stages)	2.02	3
Success in career is the outcome of compensation (compensation)	2.02	4
I am well prepared after my graduate degree for a job search(graduate degree)	2.00	5
Organization hire a candidate with strong experience but no degree for a job that was advertised as requiring a bachelor's degree (strong experience)	2.00	6
In my opinion bachelor degree worth more or less in todays job market for career development (bachelor degree)	1.95	7
Success in career is achieved through the level of organization (level)	1.95	8
Organisation looks for technical skills, ability, qualification from Executive (organisation need)	1.95	9
Corporate Executives goes for higher studies for up skill development(skill development)	1.91	10

The main Score and the rank are displayed in table 4.9. It shows variable betterment in career includes highest mean score of 3.33 followed by requirement for 2.06,number of stage 2.02,Compensation 2.02,Graduate degree 2.00,Strong experience 2.00,Bachelor degree 1.95, level 1.95, Organisation need 1.95, Skill development 1.91.All the Mean Score lies between 2 and 3 . It concludes that executives are moderately agreeing towards all the mentioned factors.

Table 2: Analysis Perception of Corporate Executives on Career Development

Components	Gender T- Value	Age F - value	Designation F - value	Job Exp F -value	Emp status F - value
------------	-----------------	---------------	-----------------------	------------------	----------------------

Corporate Executives should go for higher studies for betterment in career	.425	2.739	2.731	.143	.182
Qualification is alone important for growth in life	.367	4.385	.148	1.380	1.266
Organisation looks for technical skills, ability, qualification from Executive	.040**	3.789	1.802	1.706	1.568
Corporate Executives goes for higher studies for up skill development	.715	2.191	1.168	2.622	1.784
Corporate Executives goes for higher studies for filling the gap of skills which is required for the job	.082**	1.619	.354	1.043	.773
Corporate Executives goes for promotion	1.046	.404	3.126	1.507	.669
Colleges and Universities are good in producing employees who are successful in organisation	.178	.449	.589	.555	1.370
In my opinion bachelor degree worth more or less in todays job market for career development	.526	.015**	1.444	1.002	.708
I am well prepared after my graduate degree for a job search	.722	.004**	.677	1.018	.555
It is difficult to find recent college graduates who are qualified for jobs in organization	.000***	.475	1.865	.512	.038**
Organization hire a candidate with strong experience but no degree for a job that was advertised as requiring a bachelor's degree	.797	.385	.369	1.879	1.139
Higher studies is possible while in the job	.630	.449	2.892	1.380	.741

Table 3: Perception of Corporate Executives on Career Development

Components	Eligible F - Value	Higher studies F -value	Organisation career F - value	Qualification F -value
Corporate Executives should go for higher studies for betterment in career	.289	.254	2.064	.862
Qualification is alone important for growth in life	1.717	1.584	2.931	1.214
Organisation looks for technical skills, ability, qualification from Executive	.354	.014**	3.346	.866
Corporate Executives goes for higher studies for up skill development	.681	.013**	.842	.764
Corporate Executives goes for higher studies for filling the gap of skills which is required for the job	.595	.246	2.573	1.554
Corporate Executives goes for promotion	.768	.213	1.680	.478
Colleges and Universities are good in producing employees who are successful in organisation	.188	.100	1.178	.745
In my opinion bachelor degree worth more or less in today's job market for career development	.828	.005**	.834	.203
I am well prepared after my graduate degree for a job search	2.088	.183	2.741	.370
It is difficult to find recent college graduates who are qualified for jobs in organization	.816	.276	1.595	.482
Organization hire a candidate with strong experience but no degree for a job that was advertised as requiring a bachelor's degree	1.967	.548	2.310	.863
Higher studies is possible while in the job	.313	1.109	2.340	.550

DISCUSSION AND RESULTS

The following determination shows the extent to which Career Development influences Career Success . Here the Career Success is determined to an extent of 74.49%.Executive have to set a career goal to process the work to reach the goal. Most of the Executives have responded that may be for the higher studies, but for sure they can go for higher studies to improve their skill and qualification. For good fit for organisation maximum said skill is important, even Qualification and experience is more important for efficient performance in the work. Most of them have agreed that it is difficult to find the graduates suitable for the job , but in the current scenario it is simple to recruit the right man for the right job as there are many ways have been found. Higher studies is possible while

in job but it mainly depends on the nature and pressure of the work. Executives should have a good work life balance to attain career success.

CONCLUSION

Executives should have the correct view on their plan for Career development and they should have a goal in career and improvement of skill, experience, knowledge about the job should be updated to achieve Career Success. It is important to have a Career goal and Career development Plan to Survive in this Digital Modern World. From all the Analysis it is clear that Career Success is influenced by Career Development.

REFERENCES

1. Drucker, P.F. (1993), *The Effective Executive*, Harper & Row, New York, NY, p. 68.
2. Hall, D.T. (1986), "Dilemmas in linking succession planning to individual executive learning", *Human Resource Management*, Summer, p. 251.
3. Bardwick, J.M. (1995), *Danger in the Comfort Zone*, AMACOM, New York, NY.
4. Guinn, S.L. (1997), "Change before you have to: for CEOs who recognise the need, the tools exist now for organisational change", *Career Development International*, Vol. 2 No. 5, pp. 225-8.
5. Hamel, G. and Prahalad, C.K. (1994), *Competing for the Future*, Harvard Business School, Cambridge, MA.
6. Labovitz, G.H. and Rosansky, V. (1997), *The Power of Alignment: How Great Companies Stay Centered and Accomplish Extraordinary Things*, Wiley & Sons, New York, NY.
7. Simonsen, P. (1997), *Promoting a Development Culture in Your Organisation: Using Career Development as a Change Agent*, Davies-Black, Palo Alto, CA.
8. Auyeung, P. and Sands, J. (1997), "Factors influencing accounting students' career choice: a cross-cultural validation study", *Accounting Education*, Vol. 6 No. 1, pp. 13- 23. Bai, L. (1998), "Monetary reward versus the national ideological agenda: career choice among Chinese university students", *Journal of Moral Education*, Vol. 27 No. 4, pp. 525-
9. Barling, J. (1990), *Employment Stress and Family Functioning*, Wiley, New York, NY.
10. CDI 13,4 372 Baruch, Y. (2006), "Career development in organizations and beyond: balancing traditional and contemporary viewpoints", *Human Resource Management Review*, Vol. 16, pp. 125-38.
11. Blustein, D.L., Schultheiss, D.E.P. and Flum, H. (2004), "Toward a relational perspective of the psychology of careers and working: a social constructionist analysis", *Journal of Vocational Behavior*, Vol. 64, pp. 423-40.
12. A.C.Gomathi, S.R.Xavier Rajarathinam, A.Mohammed Sadiq, Rajeshkumar (2020) 'Anticancer activity of silver nanoparticles synthesized using aqueous fruit shell extract of Tamarindus indica on MCF-7 human breast cancer cell line', *Journal of drug delivery science and technology*, 55. doi: 10.1016/j.jddst.2019.101376.
13. Betz, N. E. and Hackett, G. (1981) 'The relationship of career-related self-efficacy expectations to perceived career options in college women and men', *Journal of counseling psychology*, 28(5), pp. 399–410.
14. Brown, D. (2003) 'Career information, career counseling, and career development, 8th ed', 8, p. 492.
15. Cullen, L. T. (2008) 'Top reasons why we change jobs', *Time*.
16. Danda, A. K. and Ravi, P. (2011) 'Effectiveness of postoperative antibiotics in orthognathic surgery: a meta-analysis', *Journal of oral and maxillofacial surgery: official journal of the American Association of Oral and Maxillofacial Surgeons*, 69(10), pp. 2650–2656.
17. Danda, A. K., S, R. and Chinnaswami, R. (2009) 'Comparison of gap arthroplasty with and without a temporalis muscle flap for the treatment of ankylosis', *Journal of oral and maxillofacial surgery: official journal of the American Association of Oral and Maxillofacial Surgeons*, 67(7), pp. 1425–1431.
18. Dua, K. et al. (2019) 'The potential of siRNA based drug delivery in respiratory disorders: Recent advances and progress', *Drug development research*, 80(6), pp. 714–730.
19. Ezhilarasan, D., Apoorva, V. S. and Ashok Vardhan, N. (2019) 'Syzygium cumini extract induced reactive oxygen species-mediated apoptosis in human oral squamous carcinoma cells', *Journal of oral pathology & medicine: official publication of the International Association of Oral Pathologists and the American Academy of Oral Pathology*, 48(2), pp. 115–121.
20. Graddick, M. N. (1988) 'Corporate Philosophies of Employee Development, Career Growth and Human Resource Strategies: The Role of the Human Resource Professional in Employee Development, London, M. & Mone, EM'. Quorum Books, Westport, CT.
21. Greller, M. M. (2006) 'Hours invested in professional development during late career as a function of career motivation and satisfaction', *Career Development International*, 11(6), pp. 544–559.
22. Krishnan, R. and Chary, K. V. (2015) 'A rare case modafinil dependence', *Journal of pharmacology & pharmacotherapeutics*, 6(1), pp. 49–50.
23. Manivannan, I., Ranganathan, S., Gopalakannan, S. et al. (2018) 'Mechanical Properties and Tribological Behavior of Al6061–SiC–Gr Self-Lubricating Hybrid Nanocomposites', *Trans Indian Inst Met*, 71, pp.

- 1897–1911.
24. Narayanan, V. et al. (2012) 'Transmaseteric anterior parotid approach for condylar fractures: experience of 129 cases', *The British journal of oral & maxillofacial surgery*, 50(5), pp. 420–424.
 25. Narayanan, V., Kannan, R. and Sreekumar, K. (2009) 'Retromandibular approach for reduction and fixation of mandibular condylar fractures: a clinical experience', *International journal of oral and maxillofacial surgery*, 38(8), pp. 835–839.
 26. Neelakantan, P. et al. (2011) 'Fluoride release from a new glass-ionomer cement', *Operative dentistry*, 36(1), pp. 80–85.
 27. Neelakantan, P. et al. (2013) 'Effectiveness of curcumin against *Enterococcus faecalis* biofilm', *Acta odontologica Scandinavica*, 71(6), pp. 1453–1457.
 28. Neelakantan, P. and Sharma, S. (2015) 'Pain after single-visit root canal treatment with two single-file systems based on different kinematics--a prospective randomized multicenter clinical study', *Clinical oral investigations*, 19(9), pp. 2211–2217.
 29. Panchal, V., Jeevanandan, G. and Subramanian, E. M. G. (2019) 'Comparison of post-operative pain after root canal instrumentation with hand K-files, H-files and rotary Kedo-S files in primary teeth: a randomised clinical trial', *European archives of paediatric dentistry: official journal of the European Academy of Paediatric Dentistry*, 20(5), pp. 467–472.
 30. Patton, W. and McMahon, M. (1999) 'Career development and systems theory: A new relationship', 287. Available at: <https://psycnet.apa.org/fulltext/1998-06482-000.pdf>.
 31. Peterson, G. W., Sampson, J. P., Jr. and Reardon, R. C. (1991) 'Career development and services: A cognitive approach', 493. Available at: <https://psycnet.apa.org/fulltext/1991-97266-000.pdf>.
 32. Prasanna, N., Subbarao, C. V. and Gutmann, J. L. (2011) 'The efficacy of pre-operative oral medication of lornoxicam and diclofenac potassium on the success of inferior alveolar nerve block in patients with irreversible pulpitis: a double-blind, randomised controlled clinical trial', *International endodontic journal*, 44(4), pp. 330–336.
 33. Priya S, R. et al. (2009) 'Growth and characterization of NLO active lithium sulphate monohydrate single crystals', *Crystal research and technology*, 44(12), pp. 1272–76`.
 34. Rajeshkumar, S. et al. (2019) 'Antibacterial and antioxidant potential of biosynthesized copper nanoparticles mediated through *Cissus arnotiana* plant extract', *Journal of photochemistry and photobiology. B, Biology*, 197, p. 111531.
 35. Ramadurai, N. et al. (2019) 'Effectiveness of 2% Articaine as an anesthetic agent in children: randomized controlled trial', *Clinical oral investigations*, 23(9), pp. 3543–3550.
 36. Ramakrishnan, M., Dhanalakshmi, R. and Subramanian, E. M. G. (2019) 'Survival rate of different fixed posterior space maintainers used in Paediatric Dentistry - A systematic review', *The Saudi dental journal*, 31(2), pp. 165–172.
 37. Ramesh, A. et al. (2016) 'Herbs as an antioxidant arsenal for periodontal diseases', *Journal of intercultural ethnopharmacology*, 5(1), pp. 92–96.
 38. Rappaport, T. S., Reed, J. H. and Woerner, B. D. (1996) 'Position location using wireless communications on highways of the future', *IEEE Communications Magazine*, 34(10), pp. 33–41.
 39. Super, D. E. (1980) 'A life-span, life-space approach to career development', *Journal of vocational behavior*, 16(3), pp. 282–298.
 40. Venugopalan, S. et al. (2014) 'Magnetically retained silicone facial prosthesis', *Nigerian journal of clinical practice*, 17(2), pp. 260–264.