



A Study on Career Planning Strategies and Skills of Hospital Industry Employees

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Abstract:

The aim was to determine the opinions of employees about career planning and development of employees in hospitals. Career planning and development are defined as an important and necessary tool in the development of employees as professionals and in retaining employees in a facility. The career planning process is often provided as the last step in an ever-changing work environment. The technical, professional, managerial, and interpersonal skills to successfully perform and succeed in this rapidly changing work environment are essential. Skill Development is specially designed to enhance employees' capabilities, to enable them to efficiently deal with various organizational functions. By way of effectiveness of Skill Development an individual can achieve the goals of the corporate world. In recent times, investment in training and skill development has come to be considered as an asset for organizational development and it's in fact safe to say that, training is indispensable for effective organization development. Therefore, the credibility of any training programme for employees lies in its usefulness and significance to the needs of both the employees and their organizations at large.

I. INTRODUCTION

The career planning and skills are defined as an important and necessary tool in the development of employees as professionals and in retaining employees' skill in a hospital facility. The career and skill practices develop the facility where they work; the employee managers are responsible for career development and their expected competencies and recommendation. The most common technique used for employee's career development and skill improvement was regular education programs. The career and skill development practices of private hospitals were more developed than public hospitals. Hospitals which provide opportunities for horizontal and vertical promotions have clear development policies and will be successful hospitals which are preferred by high quality employees.

II. REVIEW OF LITERATURE

Management of any workplace when supported by effective plans and policies constructed by true support of organizational leader it smoothly transforms their skills into their followers and convert them from weak to effective status with developed skills and new ways of performing their tasks (Gikopoulou, 2008). It secures them from getting unemployed in the near future, (Mechanic. M.T, 2015) Various purposes of the work environment are fulfilled through proper career planning. Consistence planning for employee's career yields their development and assures their stay with work place in the long run (Johnson, 2009). It also sweeps away the barriers which are stake for Effective Career Management Strategic Leadership Career Transformation 6 employee's intentions of prolonging their stay with their job. It also prepares them to cash the future opportunities as with wide range of support for their development, they are encouraged to provide their potentials for the organizational efforts of achievement of their goals. Career Planning assures the organizational intent of securing the jobs of their employees and the secured

employees are the more committed and active performers. This is one of the core responsibilities of the management of one place that it should consistently work out to plan for securing their employee through securing theirs job. In current tedious and competitive global situation one need to develop their workforce to prepare them to stand along global competition and challenges (Antoniou, E. 2010; Leung, 2008).

III. STATEMENT OF THE PROBLEM

This study is to find out the employee productivity and skill development, but loss of proper guidelines, development programs, irresponsibility of higher authorities will lead to lack of practices and will decline the rate of skill improvement. Career planning problems are theoretical issues which relate to human behaviour where strategies making people making more competitive.

SCOPE OF THE STUDY

The study helps to know about the pros and cons of an employee undergo during career and skill development that is starting from employee opportunity in the creation of working practices and gone through employee development, employee engagement, employee productivity under quality of career development and skill improvement.

OBJECTIVES OF THE STUDY

- To understand the impact of skill improvement and career development.
- To study on the working practices, education programs provided by the organizations that are effective, efficient and continuously improving the skills and career of employees.
- To know the importance employee participation and employee engagement for the organization development.
- To know about the opportunities that is provided to measure the performance of employees in order to improve the employee productivity.
- To improve on the effectiveness of skill development and career planning of the employees.

OPERATIONAL DEFINITION

The key to improve skills leading to career development is the willingness of an employee to be a part of all education and studying programs engaged by the higher authorities of the organization which leads to a risk free sophisticated organization

HYPOTHESIS

A hypothesis is a supposition or proposed explanation made on the basis of limited evidence as a starting point for further investigation

H0: There is a relationship between career planning strategy and skill development of employees.

H1: there is no relation between career planning strategy and skill development of employees

IV. RESEARCH METHODOLOGY

RESEARCH DESIGN

The study adopted in this research is the Descriptive Research Design. This Descriptive Research Design is a method to solve the research problem systematically in a manner that involves the gathering of data of employees, using of statistical techniques or measurement of skills, analyzing and interpretation of the data received and drawing conclusions about the research data. This research design helps in the arrangement of conditions for the collections and analysis of data in a manner that aims to combine to the research purpose

DATA COLLECTION

The data collected in this study is conclusive and analytical in nature. In this study, the method of data collection incorporates the collection of both Primary data and Secondary data for an in depth investigation, where the data is collected through the distribution of questionnaires in order to enable one to answer the stated research questions in the questionnaire, test hypothesis, and to evaluate the outcomes and to collect the information from the other sources that are readily available.

PRIMARY DATA

Primary data is a measurement that has been conserved and recorded as a part of an original study. This method of study or the data is from the original source that is first hand information and investigation of the primary data which plays a crucial role in understanding the skills and career strategy information of an employee. In this study the following methods are used to collect the primary data. They are,

- Observation and Distribution of Questionnaires
- Feedback from the sampled employees
- Interviews higher managers

SECONDARY DATA

Secondary data is a published data that is collected in the past or the other parties. This method of collection of data involved

CHI SQUARE TABLE

Table.1. gender and career improvement of employess

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	.776 ^a	2	.678
Likelihood Ratio	.780	2	.677
Linear-by-Linear Association	.300	1	.584
N of Valid Cases	50		

a. 2 cells (33.3%) have expected count less than 5. The minimum expected count is 1.38.

in the study is through the different sources like the internet, books of the organization.

SAMPLE DESIGN

SAMPLE SIZE

A simple random sample method has adopted to collect the data from the respondents. The information is gathered from 50 respondents at Columbia Asia, Mysuru. Sample size consists of experience and qualified people who would ensure that the data provided by them will be appropriate.

SAMPLING TECHNIQUE

The sampling technique used in this study is the Simple Random Sampling, where the sample is collected from the larger population and the individuals are selected as a subset from the larger set. Each individual is chosen randomly and entirely by chance, such that each individual has the same probability of being chosen at any stage during the sampling process.

SAMPLE SELECTION

Inclusion criteria: The Inclusion criteria of selection of sample is on the skills and career strategy, that is, the group of workers who do the same or similar work, who meet regularly to identify, analyze and solve related problems.

Exclusion criteria: The Exclusion criteria of selection of sample are where the group of workers who did not meet the expectations of skills and similar career designation.

DATA COLLECTION PROCEDURE

The Data Collection Procedure is done through the research methodology, where it is a method to solve the research problem systematically. It involves gathering of data, using of statistical techniques, interpretation and drawing conclusions about the research data. The Data Collection tool is used through the questionnaire form where a set of printed questions present with a number of choices of answers, in order to derive for the purposes of survey or statistical study that is required for appropriate results.

LIMITATIONS OF THE STUDY

The following are the limitations of the study,

- The sample size is only 50 and the study is restricted on those samples.
- The study is limited to Columbia Asia Hospital, Myusru Branch.
- Time of study is limited.

ANALYSIS AND INTERPRETATION

Tools used for the study are chi-square method frequency

CHI-SQUARE TEST

chi-square test enables the researchers to find out whether the divergence between the expected and actual frequencies is significant or not.

Gender Crosstabulation				
Count				
		Gender		
		1	2	Total
Q7	1	14	19	33
	2	2	1	3
	3	7	7	14
Total		23	27	50

Case Processing Summary						
Cases						
		Valid		Missing		Total
		N	Percent	N	Percent	N
Q7 * Gender		50	100.0%	0	.0%	50

Interpretation: The above table shows that there is no association between gender and improvement in career planning development, and also the result of 100% of 50 employees in developing the career planning strategies.

Table.2. considering career training as a path for career planning

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	43	86.0	86.0	86.0
	2	2	4.0	4.0	90.0
	3	5	10.0	10.0	100.0
	Total	50	100.0	100.0	

Interpretation: from this table it is observed that, out of 50 employees, 43 say YES as their organization opted for career planning training, where as 2 of the employees say NO for development of training in their career practices, and 5 of them say MAY BE for their effective training for career training development.

Table. 3. Training methods to develop skills of employees

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	37	74.0	74.0	74.0
	2	4	8.0	8.0	82.0
	3	9	18.0	18.0	100.0
	Total	50	100.0	100.0	

Interpretation: from the above table it is observed that availability of employees who prefer On the job training for improving their personal skills is 37, and other side 4 employees who opted for Off the job training for personal skills, and 9 employees who opted for personal training in order to improve the personal skills.

Table.4. focusing on developing team work of employees

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	34	68.0	68.0	68.0
	2	1	2.0	2.0	70.0
	3	15	30.0	30.0	100.0
	Total	50	100.0	100.0	

Interpretation: from the above table it is that the 34 employees who said YES for team work for developing skill in thier organization, and 1 person who wasnt satisfied of his team work and 15 employees who said MAYBE for their team work in their organization as they develop their skill program .

FINDINGS

- Findings of this study suggest that the most common technique used for employees for career development and skill was education programs.
- The career planning and skill development practices of private hospitals were developed than public hospitals of the employees.
- The employees perception of hospital employees perception about their career planning and skill programming

is different according to their managing level. like age group, education level.

- There in some cases it is also found that the development practices were found in public and private hospitals were not effective to career development practices which identified and the employees did not agreed on the subject of the career and skill programming.
- Oraganization which provide opportunity for horizontal and vertical promotion and have clear development policies will be successful organization which are preffered by high quality employees.
- This study draws attention to the importance of career planning and skill developing of employees where the need for

employees to take active participation in career planning and skill development.

V. CONCLUSION

The study have compared the characteristics of public and private organization where few have focused on the reasons why employees would move from public to a private organization or hospitals, indeed to explore the stories of employees who voluntarily left the organization. it is clear that the majority of employees happy with the team work given by the management for their tasks but also few of them are not feeling satisfied with the team work given at the work place. high percentage of employees are satisfied with the program provided by the organization have improved the career planning through gender collaboration. the study also shows there are no implications of demographic variables that are involved in thhis research.

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