Q4: What is Career management policy?

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11.8 CAREER PLANNING PROCESS

Career planning refers to the process by which individuals set career goals and identifies the means to achieve them. Organizational intervention in the career planning process is referred to as organizational career planning. The process of career planning involves the following steps:

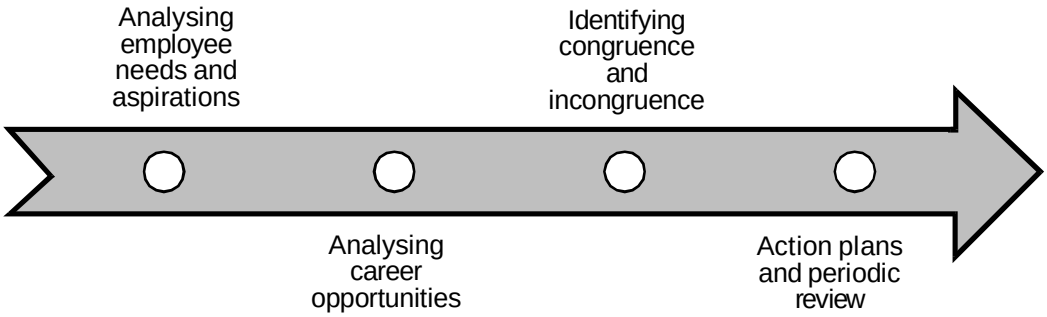


Figure 11. 4: Career planning process

a) **Analysing employee needs and aspirations:** The first step in the career management process is identifying the needs and aspirations of each individual employee. This assessment of needs and aspirations must be objectively done because many a time's employee's aspirations may not be in tune with reality. Assessments are done using the personnel inventory of the employees from where information regarding their knowledge, skills, and abilities are extracted.

b) **Analysing career opportunities:** After determining the aspirations and needs of employees, human resource managers need to analyze the various career opportunities available in the organization. This calls for an examination of the various career paths- which refers to the sequential and progressive path or line through which one moves towards his/ her career goal.

c) **Identifying congruence and incongruence:** The third step involves comparing the aspirations with the opportunities available in the

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