

A Study on Career Planning and Management for Employee Well-Being

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ABSTRACT

In today's competitive work environment, career planning and management have become essential components in ensuring employee well-being and organizational success. This study focuses on analyzing the impact of career planning and management practices on employee well-being in Rabwin Industries Pvt. Ltd., Coimbatore. A descriptive research design was adopted, and data were collected from 120 employees using a structured questionnaire. Statistical tools such as percentage analysis, chi-square, and correlation were used for analysis.

The findings indicate that employees highly value career growth opportunities, leadership support, and clear communication. However, challenges such as lack of clarity in career progression, moderate effectiveness of training programs, and work-related stress still exist. The study concludes that effective career planning significantly enhances employee motivation, satisfaction, and productivity, thereby contributing to organizational growth.

Keywords: Career Planning, Career Management, Employee Well-being, Job Satisfaction, Organizational Growth

I INTRODUCTION

Career planning and management have become increasingly important in modern organizations as they directly influence employee satisfaction and long-term success. Career planning refers to the process through which employees identify their career goals and take steps to achieve them, while career management involves organizational efforts to support employees through training, mentoring, and development programs. Employee well-being is closely linked to career growth and development opportunities. When employees feel that their careers are progressing in the right direction, they tend to be more motivated, productive, and committed to the organization. On the other hand, lack of career clarity and growth opportunities can lead to dissatisfaction, stress, and decreased performance. This study aims to examine how career planning and management practices influence employee well-being and to identify areas where improvements can be made to enhance both employee satisfaction and organizational effectiveness.

II INDUSTRIAL PROFILE

The precision engineering industry in India plays a crucial role in supporting various sectors such as automotive, aerospace, and manufacturing. With advancements in technology and increased demand for high-quality components, the industry has experienced significant growth over the years. India has emerged as a competitive manufacturing hub due to its skilled workforce, cost advantages, and supportive government initiatives. The adoption of advanced technologies such as CNC machines and automation has improved production efficiency and accuracy. Despite its growth, the industry faces challenges such as skill gaps, high competition, and the need for continuous technological upgrades. In this context, organizations must focus on employee development and well-being to maintain productivity and sustain long-term growth.

III REVIEW OF LITERATURE

Kaur et al. (2022) found that structured HR practices, including career development and employee engagement initiatives, significantly improve job satisfaction and overall employee well-being. The study emphasized that organizations focusing on employee growth tend to achieve better performance outcomes. **Bhoir and Sinha (2024)** conducted a comprehensive review on employee well-being practices and concluded that career planning, mentoring, and continuous feedback systems play a vital role in enhancing employee satisfaction and reducing stress levels in the workplace. **Rana et al. (2023)** highlighted that employees who are provided with clear career paths and development opportunities show higher levels of motivation and organizational commitment. The study also indicated that lack of career clarity leads to dissatisfaction and increased turnover intentions. **Mahajan and Kaur (2021)** examined the relationship between career management and psychological well-being and found that effective career planning positively influences employees' mental health, reducing anxiety and improving work-life balance. **Singh and Sharma (2020)** stated that leadership support and communication are critical factors influencing career development. Their study revealed that employees who receive proper guidance from supervisors are more likely to perform better and remain satisfied with their jobs. **Ashfan et al. (2025)** identified key factors affecting employee well-being, such as organizational culture, teamwork, leadership, and work-life balance. The study emphasized that supportive work environments contribute significantly to employee satisfaction and productivity. **Li et al. (2025)** introduced the concept of career crafting and found that employees who actively shape their career paths experience higher engagement, reduced burnout, and improved overall well-being.

IV OBJECTIVES OF THE STUDY

The primary objective of this study is to examine how career planning and career management practices influence the overall well-being of employees within the organization. It aims to understand whether structured career development initiatives contribute to employee satisfaction, motivation, and long-term growth.

In addition to this, the study focuses on evaluating the existing career development opportunities available to employees and how effectively these opportunities support their professional growth. It also seeks to assess the role of leadership in guiding employees, particularly in terms of communication, support, and clarity provided regarding career progression.

Another important objective of the study is to understand employees' perceptions and opinions about their own career planning within the organization. This includes identifying whether employees feel confident, supported, and fairly treated in terms of career advancement opportunities.

The study further aims to examine the effectiveness of current career management policies and practices, and how well they align with employee expectations and organizational goals. It also explores the psychological well-being of employees, including factors such as stress levels, work-life balance, and emotional satisfaction at work.

Finally, the study intends to provide practical suggestions and recommendations that can help the organization improve its career planning and management practices, thereby enhancing both employee well-being and overall organizational performance.

V. SCOPE OF THE STUDY

The study is limited to Rabwin Industries Pvt. Ltd., Coimbatore, and focuses on analyzing career planning and management practices and their impact on employee well-being. It covers aspects such as career development opportunities, leadership support, communication, and psychological well-being of employees. The study provides valuable insights that can help organizations improve their HR practices and enhance employee satisfaction and productivity.

VI. STATEMENT OF THE PROBLEM

Many organizations face challenges in implementing effective career planning and management practices. Employees often experience a lack of clarity in career progression, limited growth opportunities, and inadequate support from management. These issues can lead to dissatisfaction, stress, and reduced productivity. Therefore, it is important to identify the gaps in career planning practices and understand their impact on employee well-being to develop effective strategies for improvement.

VII. LIMITATIONS OF THE STUDY

The study is limited to a sample size of 120 employees, which may not represent the entire population. Time constraints affected the depth of the study. Some respondents may not have provided accurate information due to personal bias or hesitation. The findings are specific to the organization studied and may not be applicable to all industries.

VIII. RESEARCH OBJECTIVES

The primary objective of the study is to analyze career planning and management in relation to employee well-being. The study also aims to evaluate career development opportunities, assess leadership support and communication, understand employee perceptions of career growth, examine career management policies, analyze psychological well-being, and provide suggestions for improvement.

IX RESEARCH METHODOLOGY

The study adopts a descriptive research design. Both primary and secondary data were used for analysis. Primary data were collected through a structured questionnaire distributed among employees, while secondary data were obtained from journals, books, and company records.

A convenience sampling method was used to select 120 respondents. Statistical tools such as percentage analysis, chi-square test, and correlation analysis were applied to interpret the data and draw meaningful conclusions.

X FINDINGS

The study reveals that the majority of employees value career growth opportunities, as they play a significant role in enhancing job satisfaction and motivation. Leadership support is identified as a key factor influencing employee satisfaction, as employees expect guidance and encouragement from their superiors. Training programs are found to be moderately effective, indicating the need for improvement in their design and implementation. Some employees experience a lack of clarity in career progression, leading to uncertainty about their future within the organization. Workload and stress are observed to have a considerable impact on employees' mental well-being, affecting their overall performance. Additionally, communication regarding career policies is not always clear, highlighting the need for better transparency. Overall, career planning has a direct impact on employee motivation and productivity.

XI. SUGGESTIONS

Organizations should provide clear career paths and growth opportunities to employees. Training and development programs need to be enhanced to improve their effectiveness. Leadership should actively support and guide employees through mentoring and feedback. Transparent communication regarding career policies and promotion criteria should be ensured. Organizations should also focus on maintaining work-life balance and introduce initiatives to support employee mental well-being.

XII. CONCLUSION

Career planning and management play a crucial role in enhancing employee well-being and organizational performance. The study highlights that employees who receive proper guidance, opportunities, and support are more motivated, productive, and satisfied with their jobs.

Organizations must adopt a proactive approach to career development by aligning employee goals with organizational objectives. By creating a supportive and growth-oriented work environment, organizations can improve employee well-being and achieve long-term success.

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