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Name of Topic- A Study on Career Planning and Development in Indian Banking Sector

Keywords: Career Planning, Career development, Proactive career behaviour, Indian banking sector, Employees

Abstract

This study attempts to fill this gap by utilising the underpinnings of existing theories in literature to develop structural models for investigating the interrelationships between key variables. This study is conducted targeting the public and private sector banks located in Delhi and other cities of NCR. The collected data has been analysed utilising the Structural Equation Modelling technique on Smart-PLS.

The key finding from the assessment of Model 1 denote that proactive career behaviour act as a significant and complete mediator to the association between the career aspiration and perceived organizational support among bank employees. A major finding from the evaluation of Model 2 indicates perceived organizational support as a significant and total mediator to the relationship between proactive career behaviour and turnover intention.

Further, the Multi Group Analysis (MGA) was conducted to examine the impact of demographic variables on the hypothesised relationships. The gender of the respondents did not affect any hypothesised paths in Model 1 and Model 2. The variation in educational qualification of employees had significant impact on a hypothesis of both Model 1 and Model 2. Marital status and organizational ownership (public or private) significantly affected one of the relationships in Model 2. The designation level of employees had significant impact on all the hypothesised relationships in both Model 1 and Model 2. The variations in hypothesised relationships due to the demographic variables enhance the managerial relevance of the findings of this study.