



Career Planning and Management for Employee Well-Being in ACC Limited, Chennai

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Abstract

Write the abstract here. Line spacing 1.15 This study examines the impact of career planning and management practices on employee well-being at ACC Limited, Chennai. The research focuses on leadership support, career development opportunities, training programs, and employee satisfaction. Data was collected from 120 employees using structured questionnaires and analyzed using statistical tools such as percentage analysis, chi-square test, and correlation analysis.

1. Introduction

Career planning and management are important aspects of employee development and organizational success. Organizations that provide structured career opportunities, leadership support, and professional growth programs can improve employee satisfaction, productivity, and retention.

2. Objectives of the Study

- To study career planning and management for employee well-being.
- To evaluate career development opportunities.
- To assess leadership support and communication.
- To analyze employee perceptions regarding career growth.

3. Research Methodology

The study adopted a descriptive research design. Primary data was collected through questionnaires from 120 employees. Convenience sampling technique was used. Statistical tools such as percentage analysis, chi-square test, and correlation analysis were used for data interpretation.

Table 1: Gender of Respondents

Gender	Respondents	Percentage
Male	76	63.3%
Female	44	36.7%
Total	120	100%

INTERPRETATION: The above table shows that 63.3% of the respondents are male and 36.7% of the respondents are female. Thus the majority of the respondents are male.

Table 2: Age of Respondents

Age Group	Respondents	Percentage
Below 25	24	20.0%
26-35	29	24.2%
36-45	51	42.5%
Above 45	16	13.3%
Total	120	100%

INTERPRETATION: The above table shows that 20.0% of the respondents are in the age group of Below 25 years, 24.2% of the respondents are in the age group of 26-35 years, 42.5% of the respondents are in the age group of 36-45 years and 13.3% of the respondents are in the age group of above 45 years. Thus the majority of the respondents are in the age group of 36-45 years.

Table 3: Educational Qualification

Qualification	Respondents	Percentage
Up to HSC	12	10.0%
UG	66	55.0%
PG	26	21.7%
Diploma & Others	16	13.3%
Total	120	100%

INTERPRETATION: The above table shows that 10.0% of the respondents have completed upto HSC, 55.0% of the respondents have completed UG, 21.7% of the respondents have completed PG and 13.3% of the respondents have completed diploma & others as their educational qualification.

Table 4: Experience of Respondents

Experience	Respondents	Percentage
Below 1 year	23	19.2%
1-3 years	54	45.0%
4-7 years	21	17.5%
Above 7 years	22	18.3%
Total	120	100%

INTERPRETATION: The above table shows that 19.2% of the respondents have below 1 year, 45.0% of the

respondents have 1-3 years, 17.5% of the respondents have 4-7 years and 18.3% of the respondents have above 7 years experience.

4. Findings

- Majority of respondents are male employees.
- Most employees belong to the 36–45 years age group.
- Employees expect improved leadership guidance and career support.
- Training programs positively influence employee satisfaction.
- Employees seek transparent career advancement opportunities.

5. Suggestions

- Improve employee career guidance programs.
- Enhance leadership accessibility and communication.
- Provide equal opportunities for career advancement.
- Strengthen employee training and development initiatives.
- Improve work-life balance and employee well-being programs.

6. Conclusion

The study concludes that effective career planning and management practices significantly improve employee well-being, motivation, and organizational commitment. ACC Limited can further strengthen employee satisfaction through transparent career policies, leadership support, and continuous professional development initiatives.

Declaration of Conflicting Interests

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