ABSTRACT

The perception of career management among professionals working in organisations operating in the Indian information technology industry has been explored. The role of organisational career management along with career self-management in managing careers has indicated that these variables positively influence work and non-work concerns. Collectively career management and career concerns influence the formation of career success.

The objective of this study was to analyse the career management practices in the Indian information technology industry and to develop a conceptual model. Cross sectional data using close-ended questionnaire was elicited from 549 respondents working in software companies operating in the cities of Bangalore, Mysore, Chennai, Pune, Kolkata, Hyderabad and NOIDA.

The study found that career management is a joint responsibility of organisations and individuals. However, employees working in the organisations operating in the Indian information technology industry have shown positive orientation towards career self-management. Further, there is a strong mediation by career concerns between career management and career success. Respondents have indicated that fulfillment of subjective career success criteria is more important than fulfillment of objective career success criteria.
Factor analysis, correlation analysis and multiple regression modeling were used to validate the conceptual model and to arrive at the logical conclusion. Summary of findings, suggestions and scope for future research have been stated.