Thus both hypothesis are accepted. It means that there is a need of implementation of career planning system in organisation in a strategic form.

6 CONCLUSION AND SUGESSIONS

6.1- Conclusions and its supporting evidence-

During this global era, the structure, culture and expectations of organization are changing rapidly. For the growth of organization mutual attachment and involvement of employees from top to bottom level become very important and researcher have belief that the work done in ‘The Study Of Career Planning System in select industries in PUNE MIDC area’, helps employees as well as organization in following ways.
1. It helps employees in these organization to investigate vertical, horizontal opportunities within organization for his/her career growth- All selected industries for research work utilised notice platform, from these industries three are using circulars, five out of them are organising meetings with employees to inform them about vertical and horizontal growth.

2. It provides information about needy training area for better perception of employees and organization- All selected industries are providing trainings to their employees. After performance appraisal of employees these organisations afford trainings to employees according to their requirement.

3. It can activate organization to do benchmarking about their involvement in career planning system within their organization.- Benchmarking activate person and organisation to do the comparison with those, who are at pick-point of success. It helps them to know the strength, weaknesses, obstacles in success path and its threats and target. Improvement in finance and capital statement of these industries highlights that after implementation of various motivational policies, these industries found tremendous growth in their market share.

4. It avails the organizations to utilize competency, loyalty, talents, multiskills of employees in proper way and at proper time.

5. It helps both (i.e. employees and organization) to discover various new sources of developments which might not have been previously identified and support its career planning system.

6.2-Suggestions and its basis –

After collection and study of data researcher want to give following suggestions-
1. All industries have to prefer the campus interview, direct placement and preference to son of soil criteria for employee recruitment. It is beneficial for the Career Planning System. Through direct placement and campus interview industry should avoid the interference of third person and get young, enthusiastic employees who are aware about their development. As well as the son of soil criteria helps the preservation of employee mobility and their attrition. (Ref-Data interpretation of chart number 4.2,4.19 table number 4.23,4.28 highlights this suggestion.)

2. All industries have to utilize meeting platform to inform its goals and objectives to employee. Because this provide best platform to organisation and employees to create and develop direct interaction and open discussions with each other, to clear doubts and built trustworthy relationship among them, which is essential for career planning system. (the need of meeting platform is highlights in table no.4.4 and chart no. 4.2 of data interpretation)

3. At the time of recruitment all industries have to concentrate to give opportunity to its senior employees. Because they are the asset of industry. They are familiar with industries vision and mission. Promotion policy is the best admire policy which offer honor, monetary increment, and job satisfaction. Which is the part and partial of career planning system. (Ref- Data interpretation’s Table no.4.2,4.13,4.31 highlight the need of concentration of industries towards promotion policy)

4. All industries should provide counseling facility. It is the best platform to express and discuss expectations, views, opinions with each other to develop mutual bond of team work, stress management, quality circle
which is essential for career planning system. (Ref-Table no. 4.16, chart no. 4.15)

5. Various employees are having stressful relation with their seniors. It is the obstacle in success of career planning system. So top management of every industrial sector have to implement relation management programmes to develop trustworthy and tensionless relation between superiors and subordinates. (It highlights in table no,4.48,4.49,4.50 and chart no.4.37 of data interpretation).

6. Every organisation should concentrate on its performance appraisal process and implementation of training programmes as per requirement, because it is the base of career planning system. (Ref-table no. 4.3,4.7, chart no. 4.4 of data interpretation.)

7. To create, to promote and to develop proper career planning system within organisation, researcher want to suggest career planning system model for employee and employer career growth.

6.3-Career Planning System Model, Suggested By Researcher-

SEVEN STEP Career Planning System Model- ‘RAG’

(Seven step ‘Recruitment to Achieve Goal’ CPS model)

6.3.1.Introduction-
The purpose of study of this research work is connected with few areas of Human Resource Management which are active actors of Career Planning System. So in the suggestive model, researcher highlights these factors.

After study of Career Planning System in selected industries and review of literature, researcher observe that even in this global era, organisations are not having strategic career planning system, which will become success mantra and path-maker of employees and employer’s. While study of Career planning system, researcher found gap and needy area of career Planning System of employees, such as absence of proper counseling platform, proper performance appraisal evaluation, selection of training programmes, healthy relationship between superiors and subordinates, skill admire policy of employee etc. So researcher want to suggest conceptual model of career planning system and gave title to this System as **Seven Steps ‘RAG’ i.e. Recruitment to Achieve Goal.**

The term conceptual model represent the systematic presentation of concept and ideas. The value of every conceptual model is usually directly proportional to how it corresponds to past, present, future and actual or potential state of affairs.

**6.3.2.Objectives Of Seven Steps ‘RAG’ Career Planning System model:-**

1. To guide organizations in implementation of Career Planning System.
2. To give smoothness to the world of work and achievement of target.

3. To accelerate productivity of employees and organisation.

4. To reduce obstacles in implementation of career planning system within organisation.

6.3.3. Feature of ‘Seven Steps ‘RAG’ Career Planning System Model’-

The title of ‘R2A’ Career Planning System Model reflects the features of this model and its highlight area. This model suggest organisation and employees to utilize recruitment platform to achieve their aim.

As we know that, recruitment is a process in which, employer select proper person at proper place at proper time to utilize their productivity to increase its production, vies versa this process helps employees to utilize his platform for vertical and horizontal progress and up-ward development.

6.3.4. Seven Steps ‘RAG’ Career Planning System Model-

1. **PRC**- Proper Recruitment Criteria

2. **PPAE**- Perfect Performance Appraisal Evaluation
3. **CPA**-Career planning Awareness Programme

4. **FTP**-Flexible Training Programmes

5. **MCF**-Mentor Counseling facility

6. **SAP**- Skill Admire Policy

7. **RMP**- Relation Management Programmes

**6.3.5. Explanation Of seven Step ‘RAG’ Career Planning system Model-**

In Indian culture seven number is having its importance. In marriage ceremony, husband and wife take oath to live with each other not only for one life but for seven lives. Here they give commitment to each other. Like this, the seven steps of ‘RAG’ CPS model provide guidance to built commitment between employee and employer for mutual involvement in work culture of organisation, to develop win-win approach etc.

The **first step** of ‘Seven steps RAG career planning system model’ guides organisation to utilise proper and suitable recruitment criteria to select proper employee at proper place at proper time and suggest job seeker to utilise this platform to select proper job to develop their potential and productivity.

The **second step** of model instruct organisation to evaluate performance of their employees in a proper manner and avoid bias treatment, wrong assumption about their productivity. Where as it suggest employees to follow the instructions given by organisation regarding their development, because it is essential for their growth.
**Third step** highlights the importance of Career Planning Awareness Programmes. It suggest organisation to organize career planning awareness programmes within organisation , to inform upward and vertical growth opportunity and its required criteria. It helps employees to activate their potential for development, which also helps to improve the growth of organisation.

**Fourth Step** suggest organisation to select and implement appropriate training programme , to reduce fluctuations in the productivity of employees and it also suggest employees to develop their skill and work capacity with the help of training programmes.

**Fifth Step** of ‘Seven step career planning system model’ stress out the importance of mentors role in career planning system. Mentor is the senior person in organisation who is familiar with policy, vision and mission of organisation and have loyalty towards organisation. These person plays important role of psychotherapist and counsellors to clear ideas, doubts, problems of employees.

**Sixth Step** of model alerts organisation to implement proper skill admire policy, which is essential to promote loyalty, attachment and involvement of employees in their job responsibility.
Seventh step highlights the importance of relation management programmes, because these programmes play a vital role to build a healthy relationship between superiors and subordinates, which is essential for the implementation of career planning system in organisations.

6.3.6. Conclusion - Thus the features and explanation of ‘Seven Steps RAG’ Career Planning System Model shows a strategic path to implement Career Planning System in organisations to achieve its as well as its employees' career aim.

This research work is having wide importance not only for the select industries in Pune MIDC area but also for other industries, because in today’s
cut throat competition every organization needs to work efficiently with the help of efficiency and work involvement of employees. The findings, suggestions of this research work will become guideline to reduce holes and obstacles in the career planning system within the organization. In connection with this research work, the following subjects can be think of as part of prospective research.

1. “The study over contribution of academician and management in career planning system in select industries”

2. “To study the impact of recession on career planning system in select malty national Companies.”

The further study in this respect will be helpful to increase mutual interest of employee and management in career planning system.