

CAREER MANAGEMENT IN INDIAN INFORMATION TECHNOLOGY INDUSTRY

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ABSTRACT:

The perspective of career management among professionals working in Indian IT sector organizations has been examined. The importance of organizational career management and career autonomy in management of careers have shown that these factors have a beneficial effect on work and occupational issues. The development professional success is influenced jointly by career management and career worries. This research was aimed at analyzing and developing model conceptual career management methods in the Indian IT sector. 549 respondents from software firms operating in city of Bangalore, Mysore, Chennai, Pune, Kolkata, Hyderabad and NOIDA were provided with cross-cutting information from close-ended questionnaire. The research showed that career management is shared task people and organizations. Employees in Indian information technology sector organizations, however, have demonstrated favorable focus on career autogestion. In addition, there is strong mediation between career management and professional success via career issues. The answer was that fulfilling the criterion for the subjective career success is more essential than meeting the objective criteria for career success. II. To verify the conceptual model and achieve a logical conclusion, factor analysis, correlation analyses multiple regression modelling were used. Summary of results, proposals and scope of future study were provided.

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1. INTRODUCTION

The fast developments in technology, economics, politics and culture affect the world of work deeply. These developments have generated some confusion about the nature and culture of work, which have impacted people's jobs and lives. There is no prospect that one employer or even one sector will have to maintain a secure and continuous lifetime career. This is caused by globalisation, technological progress, changing organisational structures, changing workplaces and growing cultural diversity of workforce. This is related to uncertainty. The modifications have changed the meaning of "career management"

"career management."

The organisations have historically institutionalised career planning. The transition of the corporate environment from the agriculture economy to the digital information economy led to the creation of career management as a human resources management function. In every organisation and with every person, career management plays a major role. It helps an organisation assess overall efficiency its human resources management programme. It also helps people to achieve success via their careers.

Other than in more progressive organisations, career management programmes in India are still seldom

seen. Individuals, particularly trained, want a career rather than simply a job. The concern for quality of life has increased. Staff demand more from their employment than from money and status alone in terms of psychological and immaterial rewards.

In previous days, a person's career had been expected to correspond to the workplace environment. This resulted in typical inwardly oriented organisational careers, which emphasised vertical development, greater accountability, and prestige and reward inside the organisation. This resulted in career planning and succession management development. The previously established career management paradigm is inappropriate in the current context. In psychological success, the conventional psychological career agreement between employees and employers appears to move toward self-management of work.

Traditional "objective career success" measures such as status, revenue and responsibility level have been supplanted with modern "subjective career success" indicators such as increased competence, recognition, and opportunity for learning. Literature also demonstrates the change in reflection from organically run careers to career self-management, in which the person is responsible for his or her career. However, careers in organisations are undertaken and organisational variables affect people to a great extent. The "shared duty" of both organisations and people is thus the career management.

1.2 STATISTICAL TOOLS USED

To verify normality data requested,

descriptive statistical techniques such as average, default, variance, skewness, curtosis and chi square have been employed. Detailed primary data analysis was carried out utilising inferential statistical techniques such as factor analysis, correlation analysis and multiple modelling of regression. They have been used to confirm the conceptual model and reach a logical conclusion in data analysis.

1.3 . LIMITATIONS OF THE STUDY

The measurement variables are one constraints. The research utilised just recollection technique to get career management data. The findings would have been different if other technique such as observation was employed.

In the scope research, data were only gathered from one kind industry, i.e., information technology industry. The study model should be validated using data gathered from different sectors in order to demonstrate external validity.

In describing comprehending professional ideas and meanings which evolve in course of time, longitudinal information would be helpful. This research does not include longitudinal data. This research has utilised only cross-sectional data.

Whilst the research focuses on viewpoint of management science, many views are available.

2. INDIAN INFORMATION TECHNOLOGY INDUSTRY

This chapter includes comprehensive profile Indian IT sector. This profile includes definitions of IT technology, developments in IT industry, IT industry performance as regards gross domestic product (GDP) creation of jobs. SWOT

IT industry analysis, IT industry jobs, government efforts for industry promotion, growth scenarios along with list of leading IT businesses are given.

In placing India on the global commercial scene, the Indian information technology sector played significant role. The rural agricultural economy has changed the IT sector into digital knowledge economy. IT sector has been one Indian economy's major drivers for development in previous decades. The industry has played major role in many social and economic aspects, such as creating possibilities for direct and indirect work, improved living standards, infrastructure, educational facilities, exports, balance of payments etc.

The term 'information technology, process, store and transmit information through programmed systems' may be described as information technology. Simply put, IT successfully and efficiently manages information.

The two main components of information technology are software and hardware technologies.

The IT sector classifies software firms as I software product firms and (ii) software services firms. Software, software testing, research and development and selling software is the primary activity of software product businesses. In the case of software service businesses, major operations are product support, training and education, maintenance of hardware and software, system incorporation, and IT outsourcing.

The fast growth information technology sector is an important element in economic development worldwide. IT

has become significant source of export income in India. In the nineties and 2000s, Indian IT sector saw dramatic transformation. This is because educated and talented people are available at a cheap cost. Governments generate favourable economic climate via political choices acting as a catalyst.

It is anticipated that IT sector in India would play significant part in Indian economic development. The industry's capacity to contribute to global long-term growth depends on its ability to meet global consumers' demands. India's leading position in software services. Many Asian nations, such as China, Japan, and others, are challenging exports. India must be aggressive in creating software goods and software services to maintain leadership for longer.

Many multi-national businesses have been lured to India by a liberalised economy and large manpower pool at relatively lower cost. Many international multi-nationals, such as IBM, Motorola, Oracle, Samsung, HP, etc, operate in India. At the same time, numerous multinational Indian firms operate in local and international markets, for example, Infosys, HCL, TCS, Wipro, and so on. IT is also recognised as one of our country's highly compensated sectors.

3. INTERPRETATION

This chapter presents the results of the main data analysis. Primary data from 549 respondents have been analysed using descriptive and inferential statistical techniques. In order to verify data normalcy, descriptive statistical instruments such as average, standard deviation, variances, skewness,

courtesy and chi square were employed. Inferential statistical tests such as factor analysis (using sampled adequacy measurement from company Kaiser-Meyer-Olkin, sphericity test

from company Bartlett rotated component matrix) are employed in order to verify the research model in a logical conclusion.

4. DEMOGRAPHIC PROFILE OF THE SAMPLE

In the next paragraphs, demographic profile respondents is described. Table No. 4.1 provides gender profile responders. A total of 549 people who have expressed an interest in current research in Indian IT sector. 424 of them are males, 77.2% and 125 are women, 22.8%, respectively.

Table No. 4.1: Gender profile of the respondents

Gender	Frequency	Percentage
Male	424	77.2
Female	125	22.8
Total	549	100.0

Source: Survey data

Table No. 4.2 shows age profile participants. Of the 549 participants, 454 are within the 35-year age range, which represents 82.7%. It may be called youthful people in this age range. Of the 549 responses, 94 are in 35 to 50-year-old age bracket, which is 17.1%. This age category includes elderly. There is only one responder in age category above 50 years. It is statistically significant that this individual responder has responded. This was thus omitted in modelling of multiple regressions.

Table No. 4.2: Age profile of the respondents

Age Group	Frequency	Percentage
Below 35 Years	454	82.7
35 to 50 Years	94	17.1
Above 50 Years	1	0.2
Total	549	100.0

Source: Survey data

Table no. 4.3 shows interviewee experience profile. There are 281 participants from under 5 years of experience. With 51.2 percent of participants, it is biggest group. After 172 responders (31.3 percent) had from five to ten years' experience.

Table No. 4.3: Experience profile of the respondents

Experience Level	Frequency	Percentage
Below 5 Years	281	51.2
5 to 10 Years	172	31.3
10 to 20 Years	87	15.8
Above 20 Years	9	1.7
Total	549	100.0

Source: Survey data

Table No. 4.3: Experience profile of the respondents

87 responders are experienced for 10 to 20 years this is 15.8 percent. In conclusion, 9 (1.7%) respondents have more than 20 years' experience. A small sample is number of individuals belonging to age group over 20 years. This was thus omitted in modelling of multiple regressions.

5. SUMMARY & CONCLUSION

This chapter presents a summary results, recommendations to organisations and people, conclusions and future prospects for study.

FINDINGS SUMMARY

This research tried to understand connection between career management and career achievement among respondents in Indian information technology organisations. The research further investigated role, particularly objective career success and subjective career success mediators such as job issues and non-work concerns in building career success. Here is results summary:

1. This research has shown that career management affects career concerns via an examination of participants' perceptions ($R=0.606$; 0.148). And professional issues affect career success development ($R = 0.451$; 0.448). Career issues can serve a mediating function between professional and career success.
2. Men and women are diverse in their views and orientations of the professional process. Male respondents focus more on formal career management ($R_{male} = 0.638$). They want organisations to manage their careers via recognition of their potential and opportunity. Work is matter for them Dominant role in training goal successful career ($R_{male} = 0.472$). Males evaluate their job success using career parameters such as positions,

salaries, career achievements, etc.

3. On the other hand, women respondents have demonstrated more propensity for professional ownership ($R_{female} = 0.259$) and success ($R_{female} = 0.432$). Women use factors such as growth in skill, recognition, satisfaction, etc to evaluate their achievement. In the professional path, women responders play a crucial role in both work and non-work issues.

4. The views of respondents from various ages on the professional path are varied. Respondents in group fewer than 35 years have been organizationally handled. The success their careers is evaluated by objective standards. The development of objective professional success is mediated significantly by occupational and non-work issues.

5. Whereas self-management seems to be more pleasant than organizationally controlled jobs for those who interviewed for 35-50 years. For individuals who do not work for the mid-career, the training of subjective professional success is highly mediated.

6. Analyzing the views of respondents from various levels of experience, research showed that orientation of respondents changes throughout professional process as experience rises. Contactors with fewer than 5 years of experience expect their companies. Their business and non-work issues mediate the development of goal and subjective

achievements in their careers.

7. Interested participants with between 5 and 10 years of experience demonstrate an interest in managing their careers and supporting organisations in achieving successful careers. However, interviewees with between 10 and 20 years of experience clearly indicate that they can manage their professional and non-work issues mediate job achievement. There is thus transition from organisational career management to career independence management, when the degree of experience rises.

8. Simultaneous tendency to organised occupations was observed for unmarried respondents ($R_{unmarried} = 0.566$; 0.444). They want companies, driven by objective success tests, to honor their work concerns. Married respondents, however, have pointed out that career autonomy supported by organizational career initiatives is extremely essential to the achievement of subjective success in the profession ($R_{married} = 0.252$; 0.482).

9. The surveying showed that respondents in technical departments such as software development and testing had greater focus on organizationally managed careers by analyzing views of respondents from many departments. This contradicts common remark that software developers exercise self-management throughout their careers. Motifs for frequent job changes could probably be to meet career needs (both work and non-work).

10. The technical department's respondents aim to attain both objective and subjective professional achievements. Representatives who work in non-technical areas, such as staff,

marketing, finance, management, etc. have said that they can run their professions alone. The development of subjective job success mediates for them significantly.

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