THE ROLE OF EDUCATION DEPARTMENT TO PROVIDE CAREER DEVELOPMENT OF THE STAFF AT KALKUDAH ZONE

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FACULTY OF COMMERCE AND MANAGEMENT

EASTERN UNIVERSITY SRILANKA

2011

ABSTRACT

Role of the education department to provide Career development initiatives by an organization are a key retention tool to keep the best talent within its fold. It is one of the greatest motivators to develop a staff happy and engaged. Most organizations think so, and consider it a part of their critical human resource strategy. From the employees' point of view career development initiatives gives them a clear focus about their career track, the blind spots that they have to overcome and the final goal to be reached.

The process of organizational career development is important for both employees and employers. There may be several unintended and undesired changes as well as consequences that can change the entire scenario. In such a situation both employees and employers must be ready to keep with the changing environment and act accordingly. Employees continuously need to upgrade their skills and competencies to meet the current demands where as organizations must be ready with those employees who can handle the pressure efficiently and cease the risk of falling prey to the changed scenario. Therefore, understanding the importance of career development is very necessary for both the parties.

The research study has intended the title, the role of education department to provide career development of the staff at Kalkudah zone". The objectives of this research study were to measure the level of career development of the staff and to identify the factors that contributing on career development of the staff. The research study's conceptualization framework has two variables such as individual factors and organizational factors Primary and secondary data were used in this study. Primary data were collected from questionnaires and interviews and secondary data collected from kalkudah zone staff register and reports. 100 staff were selected as sample and questionnaires were issued to them to collect the data.

The study found that the discussed two variables mostly indicate moderate level of development of the staff's career knowledge. Therefore it was known from the conclusion, the zone and their staff has the responsibility to upgrade the level of career development at high level. Eventually this report recommends some remedial actions that help to improve the career development of the staff.

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