

# A STUDY ON CAREER DEVELOPMENT IN VOCATIONAL TRAINING CENTRE

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## ABSTRACT

This study empirically investigates on the career development in Vocational Training Centre in Paddipalai. The notion of empowering human capital to onset creativity, entrepreneurial spirit, and innovation through planning the careers of institutional members using HRM policies and practices to develop different mindsets, skill and competencies with the ultimate aim to provide a range of innovative products and service is attracting attention.

Most organization thinks so, and considers career development training a part of their critical human resource strategy. But, Vocational Training Centre is providing free training program. It is one of the greatest opportunities to develop a good career to youth. 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.

For this purpose of finding out the career development in Vocational Training Centre, the researcher considered two variables as conceptualization. Those are career planning and career management. And also relevant indicators were used to measure the level of career development in Vocational Training Centre. The information for know the career development in Vocational Training Centre has been collected the structured questionnaire issued to 100 trainees of selected Vocational Training Centre in Paddipalai. Data analysis was done through univariate analysis for this study.

The findings of the study show that, Vocational Training Centre has moderate level of contributing career development in Paddipalai from the perspective of trainees. Therefore, according to these findings, career planning and career management are mostly influencing on moderate level of career development for trainee's career. The trainees get a job through the training moderate level. Vocational Training Centre provides good career opportunities but trainees are moderately using on their career. So, on career development is moderate level in Paddipalai Vocational Training Centre.

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