



SUCCESSION PLANNING STRATEGIES: PREPARING FUTURE LEADERS FOR ORGANIZATIONAL CONTINUITY

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ABSTRACT

Career succession planning is a strategic human resource management process that ensures the continuity of leadership and critical roles within an organization. It involves identifying, developing, and preparing potential employees to fill key positions in the future. Effective succession planning helps organizations maintain stability, retain talent, and reduce the risks associated with sudden vacancies in important roles.

This study focuses on the importance of career succession planning in enhancing organizational sustainability and employee development. By identifying high-potential employees and providing them with appropriate training, mentoring, and career development opportunities, organizations can build a strong leadership pipeline. Succession planning also motivates employees by offering clear career growth paths and encouraging long-term commitment to the organization.

Furthermore, the research highlights how structured succession planning improves workforce planning, knowledge transfer, and leadership continuity. Organizations that implement systematic succession strategies are better prepared to respond to market changes, retirements, and unexpected turnover. The study concludes that career succession planning plays a vital role in organizational growth by aligning employee development with future organizational needs and ensuring the availability of skilled leaders.

I. INTRODUCTION

"When it comes to succession planning for our son, the only certainty we have at present is the fact we are going to grow old and in our declining years our son is going to become more and more vulnerable."

Succession Planning

Succession planning enables your organization to identify talented employees and provide education to develop them for future higher level and broader responsibilities. Succession planning helps you "build bench strength."

Long-term success is built on the future expertise of your people. Great career and succession planning lets you generate career development plans that compare your current and future talent needs with internal and external candidates. It helps you plan strategically, aligning individual aspirations with your organization's needs and goals.

Career (UK, NZ, Australian usage) and **caregiver** (US, Canadian usage) are words

normally used to refer to *unpaid* relatives or friends of a disabled individual who help that individual with his or her activities of daily living.

The words may be prefixed with "family" "spousal", "child" to distinguish between different care situations, and also to distinguish them definitively from the paid version of a caregiver, a Personal Care Assistant or Personal Care Attendant (PCA). Around half of all careers are effectively excluded from other, paid employment through the heavy demands and responsibilities of caring for a vulnerable relative or friend. The term "career" may also be used to refer to a paid, employed, contracted PCA.

The general term *dependent care* (i.e., care of a dependant) is also used for the provided help. Terms such as "voluntary caregiver" and "informal career" are also used occasionally, but these terms have been criticized by careers as misnomers because they are perceived as



belittling the huge impact that caring may have on an individual's life, the lack of realistic alternatives, and the degree of perceived duty of care felt by many relatives.

More recently, Careers UK has defined careers as people who "provide unpaid care by looking after an ill, frail or disabled family member, friend or partner". Adults who act as careers for both their children and their parents are frequently called the Sandwich generation.

A general definition of a career/caregiver is someone who is responsible for the care of someone who is mentally ill, mentally handicapped, physically disabled or whose health is impaired by sickness or old age. To help caregivers understand the role they have taken on,

Our Career and Succession Planning solution helps you address skills gaps, manage talent pools, find future leaders, plan for their development and identify opportunities for internal mobility.

- **Manage risk:** Identify key positions or areas of the business vulnerable to future skill gaps and work towards low attrition to ensure minimum disruption and risk.
- **Increase visibility:** Support management decision-making by supplying detailed information on key positions and potential successors. Build a complete picture of your global talent pool across critical functions, countries and regions.
- **An internal view:** Reduce your dependence on hiring external talent by identifying and developing internal successors.
- **A simpler process:** Maintain a real-time organizational view of individual career histories and current readiness, and proactively identify potential gaps in bench strength.
- **Empower and engage:** Keep your people motivated and challenged through their

personal development and individual career plans.

- **Improve your options:** Test out 'what-if' succession scenarios which support development of effective, agreed succession plans.

SCOPE OF THE STUDY:

This study covers all aspects of Career Succession Planning programs in **National Dairy Development Board (Mother Dairy)**. This study covers the New Entrant Manager response towards the Succession Planning programs in the organization.

- To identify those who are performing their assigned task well and those who are not and the reason for such performance.
- To provide information about the Succession planning Process as management basing on which decisions regarded conformation, promotion, demotion and transfer are taken.
- To provide feedback information about the level of achievements and behavior of an employee.
- To provide information and counsel the employee.
- To compare actual performance with the standards and in out deviations (positive and negative)
- To create and maintain satisfactory level of performance.
- To prevent grievance and in disciplinary activity.
- To facilitate fair and equitable compensation.

OBJECTIVES OF THE STUDY:

1. To analyze and examine the effectiveness of Career Succession Planning programmers in **National Dairy Development Board (Mother Dairy)**.
2. To assess how often Career Planning programmers are



conducted and how much are the employees satisfied.

3. To study to what extent the Career Planning programmers are applicable to their jobs.
4. To study the employee's opinion on the Career Succession Planning in **National Dairy Development Board (Mother Dairy)**.

II. METHODOLOGY

The basic principle in the research has been adopted in the overall methodology. The following methodology has been used for meeting the requirements,

- Defining objectives
- Developing the information sources
- Collection o information
- Analysis of information
- Suggestion

The methodology followed for collection, analysis under interpretation of data in explained below.

1. RESEARCH DESIGNS

There are generally three categories of research based on the type of information required, they are

1. Exploratory research
2. Descriptive research
3. Casual research

The research category used in this project in descriptive research, which is focused on the accurate description of the variable in the problem model. Consumer profile studies, market potential studies, product usage studies, Attitude surveys, sales analysis, media research and prove survey s are the, Examples of this research. Any source of information can be used in this study although most studies of this nature rely heavily on secondary data sources and survey research.

2. Data collection method

Primary data:

It is collected through the questionnaire, a formalized instrument of asking information

directly from respondent demographic characteristics, attitude, belief and feelings through personal contracts. Structured and on disguised from of questionnaire is used and consists of multiple choice questions.

Secondary data:

Internal secondary data about the Mother Dairy included formal data, which is generated within the organization itself, were obtained through concerned head in the organization

External secondary data generated by source the organization was used such as public available data provided by the reports of the companies. All this information is of great importance and conceptualizes and illuminates the core of the study.

3. SAMPLE DESIGN

a) Sampling unit: the study is directed towards the executive of managerial level.

b) Sample size: sample size of 100 is taken in this study

4) DATA ANALYSES

Simple analysis method is followed for analyzing the data pertaining to different dimensions of employees. Simple statistical data like percentage are used in the interpretation of data pertaining to the study. The results are illustrated by means of bar charts.

LIMITATION OF THE STUDY

- Due to constraint of time and resources, the study was conducted in the regional sector as Mother Dairy and the results of the study cannot be generated.
- The accuracy of the analysis and conclusion drawn entirely depends upon the reliability of the information provided by the employees.
- Sincere efforts were made to cover maximum departments of the employees, but the study may not fully reflect the entire opinion of the employees.



- In the fast moving/changing employees behavior, name new and better things may emerge in the near future, which cannot be safeguard in this report.

III. REVIEW OF LITERATURE

Career and Succession Planning

The Career and Succession Planning component enables you to create, implement and evaluate succession planning scenarios. In Career Planning, you can identify possible career goals and draw up career plans for employees. You use Succession Planning to find people to fill unoccupied positions. Career and Succession Planning has two main goals. One is to advance employees' professional development within a company, the other is to ensure that staffing requirements are met.

Integration

If Career and Succession Planning is integrated with the Qualifications and Requirements component, you can:

- Create profiles for objects. You can include these profiles in Career and Succession Planning.
- You can compare these profiles against each other (to see how suitable a person is for particular positions, for example).

Integration with the Development Plans component gives you the following functionality:

- You can plan and manage your employees' further training and education
- Suitable development plans for eliminating qualification deficits are proposed automatically

See also the recommendations contained in the Integration section of Personal Development.

Features

The Career and Succession Planning component provides you with the following functions:

- You can create careers. These describe the various career paths possible within

a company. Careers are used in career and succession planning scenarios.

- You can use a whole range of planning criteria when working through career and succession planning scenarios. These planning criteria are independent of each other.
- You can define user parameters to specify whether essential requirements, alternative qualifications or depreciation meter information should be taken into account in career planning scenarios. See User-Specific Settings.
- You can plan for a specific key date.
- To identify career and development goals, you can carry out career planning for persons and for other object types.
- To identify potential successors, you can carry out succession planning for positions. You can analyze the knock-on effects of succession planning by conducting a simulation.
- You can work through career and succession planning scenarios without taking careers into account.
- You can display a ranking list for every career and succession planning scenario. This ranking list is sorted on the basis of an object's suitability. Suitability is expressed as a percentage value.

Suitability percentages should be regarded merely as a criterion for sorting lists.

- You can also define suitability ranges and thus structure the ranking list better (Customizing).
- You can specify how the system should handle over qualification when the suitability percentage is being calculated (Customizing).
- You can display ranking list entries by screen (Customizing setting).
- From the career (or succession) plan you can:



- Access the profiles of all the objects displayed
- Match up profiles with each other
- Evaluate qualification deficits
- Display training proposals and book courses (business events)
- Access careers
- Create preferences and potentials

Develop organizational agility to respond to business shifts

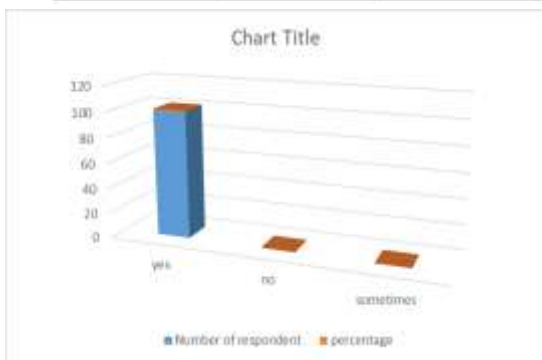
Job partners Active Planner manages the career development process, allowing your employees and their managers to actively plan for long-term career growth, as well as design succession strategies for key positions. With a personal development strategy for each employee, your organization can maximize the potential of every individual, resulting in increased overall business performance and talent retention.

IV. DATA ANALYSIS & INTERPRETATION

1. Your organization offer Career Planes for you?

- a) Yes
- b) no
- c) sometimes

Category	Number of respondent	percentage
yes	100	100%
no	0	0%
sometimes	0	0%



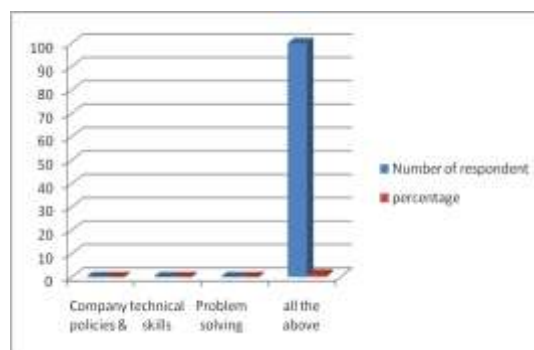
INFERENCE:

As per the survey it was found that organization provide Career planning for each employee in the organization.

2. In which areas Succession Planning is provided to you?

- a) Company policies & procedure
- b) technical skills
- c) Problem solving capabilities
- d) all the above

Category	Number of respondent	percentage
Company policies & technical skills	0	0%
Problem solving	0	0%
all the above	100	100%



INFERENCE:

As per the survey it was found that the organization provides Succession planning for employee in all areas

3. Do you think increase your performance, commitment & motivation?

- a) Yes
- b) no
- c) sometimes

Category	Number of respondent	percentage
Yes	83	83%
No	0	0%
sometimes	17	17%



SUGGESTIONS

1. Along with the Career Planning programmes organization should provide some other motivational programmes
2. Implement training institutions at near the organizations
3. Evaluate cost of training and its result of Career Planning.
4. Frame the training programmes chart and proper care should be taken while conducting the Career training.
5. A proper performance appraisal system should be adopted.
6. In my opinion if the above suggestions are followed total training programme.
7. Feedback must be collected from the entire trainer
8. Organization should provide immediate supervisor solving employee's problem

CONCLUSION

- The report in Career & Succession Planning in **National Dairy Development Board (Mother Dairy)** has brought into light the total picture of the employee's attitude towards their Career Planning.
- Most of the respondents have expressed that they are interested in the on- the- job method in their training in Career Planning.
- Most respondents expressed that feedback is collected from all the participants in the program.
- The employee in the organization are well participated in programs.
- The training is being given to the employees at regular interval.
- Most of the employees are very much satisfied about the selection of the candidates for Career Planning.
- Most of the employees are expressed that the Career Planning programmed is imparting the latest technology in the market.

- Most of the employees agree with the Career Planning programmed meet pre-specified objectives.
- Most of the employees are responding positive with the Career Planning programmed conducted in the organization.

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