



ETHICS AND
RESPONSIBILITY IN
HUMAN
RESOURCES,
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**START
UP**

BUSINESS

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B L O O M S B U R Y

Enizy's Career Pathing Initiatives: Helping Executives Identify and Develop their Capabilities

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ABSTRACT

In present times, there is a growing acknowledgment that Career Planning and Development skills can assist employees to meet the constantly evolving needs of the market and preserve the company's employability. It is an ongoing process, which should be focused upon as one progresses through a career. This process is sketched to help employees scrutinize their careers, test their training needs, and evolve a course of action to strengthen the relevance of their professional skills. The Career Planning and Development process makes it easier for the resources to set career goals and develop career plans. Enizy Private Ltd., an independent power generator, proposed to launch a Capability Development Intervention where the Junior Management executives having less than seven years of experience would undergo Capability Development Programmes across the spectrum of management on a regular basis. This platform aimed at enabling the continuous professional development of the Management Executives by using multitude of learning pedagogies over a period of time like crowdsourced learning, gamification, and development of e-learning modules in addition to traditional syllabus setting, experience sharing over WebEx and proctored examinations.

Keywords: Career Development, Career Goals, Career Planning, Competency Development, Intervention

1. EMPLOYEE CAREER PLANNING AND DEVELOPMENT INITIATIVES - ENIZY

Enizy Private Limited had completed almost three decades of its journey in the Indian Power Sector. Mr. Mohit Keshar had joined Enizy in its 9th year (1997) as a Management Trainee and now leads the entire North West (NW) Zone as a Head of Human Resources (HR). Over the years, Mr. Mohit realized the huge role that employees play in deciding the success and extension of businesses.

As the organization is now well-rooted in the industry, Mr. Mohit felt that it was the expertise and pro-activeness of the employees that differentiates them from their competitors in this energy-

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