

“STUDY OF SUCCESSION PLANNING IN THE ORGANIZATION”

Dr. Purswani Jetho Chanchaldas
(Assist. Professor Department of Accountancy)
SST College of Arts and Commerce,
Morya Nagri, Ulhasnagar, (MS, India)

Abstract: *The current study aims to find out the exact scenario of succession planning in the organization. There are so many planning which makes out a very effective future leader. The paper explore the different development, planning, process which are basic for the knowledge for improvement of the existing quality of knowledge in the study in the light of the development of organization. Awareness about this developing a leader with succession planning and plotting will be very much useful. There are different type of steps required for succession planning like: knowing vision, improving skills, setting goals, principles are a set of underlying things about how to proceed all the steps and qualities and its relation to organization. All organizations can have more or less systematic, integrated and proactive approaches to deal with the styles. Accordingly, there are so many challenges which cannot simply be implemented on the basis of the process, management structures and systems. It may require the detailing of work, the definition of roles, the design of structures, the learning of new skills by students and the reorientation of organizational goals.*

There are many students which are unaware about effective qualities for the good leader hence the researcher feels to study on the awareness of succession planning in the organization.

Keywords: *Succession planning, goal, skills, development, Organization, Factors, vision, grooming, awareness etc.*

Introduction: There are so many different steps of succession planning required for good leader. There are many challenges one leader have to face because of new strategies, new patterns for the growth of organization. Current study aims to study on the awareness of different steps for succession planning and challenges in organization. For an instance, the developing a leadership style to fit gives idea to improve relationship between employees and organization, which are two interrelated factors that are important .

Literature Review:

There are several studies on succession planning in the organization. Few of them are highlighted as:

1. **Neetha Mary Avanes** in **A STUDY ON SUCCESSION PLANNING AND ITS IMPACT ON ORGANIZATIONAL PERFORMANCE IN THE IT SECTOR** The present study aimed at measuring the practice of Succession Planning and its impact on Organizational Performance in IT companies based in Bangalore. This study falls under descriptive study mainly aimed at fact finding. The method adopted to collect data is questionnaire method. The study found that the mean percentage of Succession Planning and Organizational Performance in IT consultancy firms is found to be higher than that of IT Product/Research firms and the relationship between Succession Planning and Organizational Performance is found to be positive.

2. **Suruchi Pandey, Deepesh Sharma** in **Succession Planning Practices and Challenges: Study of Indian Organisations** Succession planning is a key in the current scenario of tight talent markets and competitive times. Strengthening talent has a direct impact on bottom line results and contributes to organizational growth. Hence development at talent level is a must for overall organizational development. The present study focuses on current practices and approach of succession planning followed by the industry.

3. **Osibanjo Omotayo Adewale*, Abiodun Joachim Abolaji and Obamiro John Kolade** IN **SUCCESSION PLANNING AND ORGANIZATIONAL SURVIVAL: EMPIRICAL STUDY ON NIGERIAN PRIVATE TERTIARY INSTITUTIONS** has been trying to understand and explain variables such as Turnover Rate, Career Development and Supervisor' Supervision) are insignificantly correlated with organizational survival.

The main objectives for study of succession planning in the organization.

- a) To make a uniform and skillful system involving all the leadership steps and standards across the country in the country.
- b) To improve the basics & deep knowledge with quality procedures across the country in the country.
- c) To minimize the efforts and improving the skills for succession planning organization.
- d) To replace a lot of other patterns to reduce efforts of organization

- e) To detailing of most of the steps of good leader.
- f) To improve the effect of the leadership for the improvement of each and every area.
- g) To improve the competitiveness of the students.
- h) To ensure the availability of knowledge for the improvement
- i) To reduce the complications in the system and organization
- j) To decrease the unhealthy competition among the organization due to unawareness of succession planning in organization.
- k) To reducing the management problems to avoid further issues.
- l) To simplify the process of selection of the good leader for the organization.

Thus, there are many good and beneficial aims and objectives of study of succession planning in the organization.

Aims and Objectives of the Study:

To explaining about study of succession planning in the organization.

- a. To study about the awareness of succession steps for the organization for the good leader.
- b. To study of skills, responsibility, knowledge of good leader for the growth and development

Hypothesis:

- a. There is not clear picture of about study of succession planning in the organization. to the all sectors.
- b. Students, employees are not having proper knowledge of about the steps required for the leadership to fit succession challenges.

Methodology:

Data was collected from several books and Internet. The list of the papers are mentioned in the references.

Results of the Study:

There are a so many steps for the succession Planning in the organization.

1.To know about the Vision of your company and growth plan

For the prediction of future goal on the basis of all the data or previous information which will include detailed budget broadcast and starter planning accordingly all the money plans where it is going and strategies making for the growth is comes under the succession planning for the organization.



Image 1.1 Vision of your company and growth plan

With existing skills creating a inventory planning.

First you should see what are the quality or skills which already exist and what is the gap between your personal plans and the exiting skills.this basic fundamental can be used further.



Image 1.2 With existing skills creating a inventory planning.

3. Ask people about their goal like where they like to be in future.

Interaction with employee face to face is the best way to ask them openly about their goal where they want to stay in company, what they want accordingly transparent succession planning will be possible. To evaluate potential of each person and about their succession potential we should inform to employees. Grooming employees of organization according to three skills sets like potential, skills, desired track.. Staffs who's having skill sets should be offered retention program.

Findings:

- 1) There are many cases in which organization themselves are confused about developing different steps in the succession planning for the organization challenges and norms of it. Therefore, employees knew only that these are basics needed.
- 2) What is exactly steps in succession planning very few of know.
- 3) As study of succession planning in the organization is very basic & deep concept, it will not take time to understand to the students, employees also in the point of view of its organization.
- 4) It is not simple and easy to understand the steps, responsibility but we can understand and apply to improve the growth.

- 5) Overall study shows that early stage of developing of leadership styles will be a part of creating complication in the mind of students.
- 6) There are negative approach and views of students, employees about leader and its role responsibility and qualities.
- 7) Lack of facilities is also one of the major reasons to make students unaware about study of succession planning in the organization..

Suggestions of the Study:

It is essential to give training for improvement of study of succession planning in the organization.

Need of counseling and communicating to all level of fields about study of succession planning in the organization challenges and its benefits.

- i. It is necessary to inform the students, employees about the qualities and its effect is more advanced and innovative than normal terms.
- ii. It is essential to convey all the students, employees to make aware that there is no exemption from improving styles to anyone, so they should prepare themselves with positive attitude towards the use of it.

It needs to go time to understand the particle skills, responsibility, growth from the study of succession planning in the organization.and its effects to students, employees.

Conclusion:

There are several cases within which students, employee themselves are confused about study of succession planning in the organization and its skills, responsibility of it. Therefore, students knew solely that these are some of styles required. What's precisely some of important steps and its applications only a few of apprehend. It's not straightforward and simple to apply groom the succession planning so the idea of developing a leadership to fit challenges is very much necessary for the improvement. There is negative approach and views of scholars concerning qualities, skills which will defiantly be a disadvantage. Also lack of facilities is additionally one in every of the foremost reasons to form students unaware concerning of steps Therefore the detailed and simpler way of study of succession planning in the organization for a leaders is necessary for positive approach of the students. So that it will get easier and fully acquired by the student which will help them overcome the phobia of the skills or study of succession planning in the organization.

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