

Career Management Practices in Sri Lanka: An Empirical Investigation

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Abstract Career management is considered as one of the fastest developing areas of Human Resource Development. This paper explores the career management practices in Sri Lankan organizations and bringing the discussion in international perspectives. The authors surveyed 216 Sri Lankan organizations, which were listed in the Colombo Stock Exchange. The data was gathered from either the human resource manager or the manager who is responsible to handle human resource development activities. Factor analysis, independent sample t- test and one-way anova methods were used to test the hypotheses of the study and findings of the study revealed, among the 19 organizational career management practices, 17 applied beyond the moderate level and they were clustered into four groups. Resulting clusters were not significantly associated with certain demographic factors. The implications and limitations of the study are also discussed.

Keywords: Career Management, Organizational Career Management Practices, Demographic Factors

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