

ABSTRACT

Indian industrial organisations are facing complexities in manifold directions. The need to take care of new recruits and retain them has been felt in all sections of business enterprises. Some of the forward looking organisations have introduced induction - process to make the new entrants familiar with the organisation. Hindu mythology speaks of the Guru-Shishya tradition which has also been traced back to Greek Civilization in the form of counsellor, guide, tutor, sponsor and mentor.

Mentoring is part of a system in developing new entrants to mingle and grow in the organisation. Mentor provides support to the protege in terms of : (I) psychosocial support, (ii) career development, (iii) role model.

The various individual and organisational outcomes arising out of mentor-protege relationship remains an interesting area in the western countries. The Western researchers have noted that mentorship is positively associated with organisational commitment, career success etc. However, in the Indian context, apparently there is no work done in this direction. It is not clear whether it does add to the success and satisfaction of people at work. An attempt has been made to find out the mentoring and organisational outcomes. The present study attempted to investigate the influence of mentoring in organisations in terms of organisational commitment, career success, job satisfaction and organisational socialisation. The impact of mentoring has also been studied on job rotation, change of location and specialised training.

The findings indicate that mentoring is associated with career success, organisational commitment, socialisation, job satisfaction, and specialised training. However mentoring has no impact on job rotation and change of location.

Key Words

Mentor, Protege, Career Success, Organisational Commitment, Socialisation, Job Satisfaction, Job Rotation, Change of Location, Specialised Training.