

A Study on Intrinsic and Extrinsic Factors Change Succession Planning With Reference To Necurity Solutions Network Security Private Limited

Vinishalini P¹, Dr. Shalini P²

^{1,2}Panimalar Engineering College (An Autonomous Institution) Jaisakthi Educational Trust,
Bangalore Trunk Road, Varadharajapuram, Nasarathpettai, Poonamallee, Chennai– 600 123

ABSTRACT

The process of succession planning is crucial to organizational sustainability and leadership continuity. In this research, Necurity Solutions Pvt Ltd has been targeted to analyze the intrinsic and extrinsic factors such as organizational culture, market conditions, and economic conditions, intrinsic factors such as leadership skills, employee motivation, and career objectives are also addressed. Using a mixed-method design, the research integrates quantitative analysis of performance indicators and business policies with qualitative findings from interviews with key stakeholders. Findings reveal how external factors and internal readiness interact to influence effective succession plans. For ensuring long-term organizational success in Necurity Solutions Pvt Ltd, the research presents practical recommendations to enhance succession planning procedures.

INTRODUCTION

Both internal and external variables influence succession planning within Necurity Solutions Pvt Ltd. Readiness to lead is influenced by intrinsic factors such as social identity, motivation, and leadership competence. These are motivated by organizational commitment and its values. A conducive setting for leadership growth is generated by extrinsic factors such as support from management, corporate culture, and the available resources. Identification of future leaders, employee apathy, and external competition are a few of the challenges. Self-Determination Theory and the Resource-Based View are two theories that support the explanation of these processes. Intrinsic motivation and extrinsic structures that show support are blended in successful succession planning. Investing in development benefits both positions. Success in the long term and leadership continuity are assured by this holistic approach.

Need Of The Study

- The study will identify the internal and external forces that propel a successful leadership change, reducing dislocations and business life.
- With this knowledge, the association can incorporate race planning into its strategic pretensions, preparing unborn leaders to succeed.
- The study will grease the creation of a race plan that enhances hand fidelity, commitment, and reduces development by offering open career advancement openings
- Prioritizing the development of internal gift will reduce the need for expensive outside hires, making the leadership channel more cost effective and sustainable.

Objectives Of The Study Primary Objective

- A study on intrinsic and extrinsic factors of succession planning with reference to necurity solution pvt ltd

Secondary Objectives

- To identify intrinsic and extrinsic factors which influence succession planning
- To find out the role of leadership development program in generating potential successors within the organization.
- To identify the effectiveness of planning approach followed by the organization.
- To explore challenges organization face in implementing effective succession planning

Scope Of The Study

- To provide a framework for recognizing and nurturing internal talent to ensure continuity in leadership roles.
- The management to be more confident while making succession decisions with data-driven employee development plans.
- The impact of extrinsic and internal factors on succession planning in trying to provide continuity in leadership as well as meeting overall corporate goals.
- How organizational culture and management support affect the success of succession planning.

Limitations Of The Study

- Due to the small sample size, the results may not fully represent the wider population of employees, thereby limiting the generalizability of the results to the entire workforce.
- Employee reactions about their motivations, career ambitions, and readiness to take up leadership positions are founded on self-reported information that can be affected by
- Even as motivation and commitment are the essential elements of leadership development, they can be difficult to measure exactly as behavioral elements and can shift over time due to changing external factors
- The depth and breadth of the study can be undermined by restricted access to sensitive organizational data, e.g., complete personnel development files or past succession planning results.

REVIEW OF LITERATURE

Mahusain, M. A., Nair, S. K. K., & Francis, R. S. (2024).

Mahusain, Nair, and Francis (2024) examined the extrinsic and intrinsic factors influencing the Succession Planning and Management (SP&M) process using a PRISMA-based systematic review. Business culture and mentorship schemes are instances of extrinsic factors, whereas social identity and leadership potential are significant inherent factors that have been discovered. The research highlights how these factors shape SP&M methods that are effective in organizations.

Baker, P. (2024)

The research highlights how the moral values of leaders influence the integrity and effectiveness of leadership succession. It examines the impact of ethical decision-making, transparency, and individual integrity on succession outcomes. Continuity and trust in succession planning are facilitated by sound ethical leadership. The outcomes show that long-term leadership sustainability is enhanced by incorporating ethical values.

Barton, A. (2024)

In a nutshell, this report outlines effective processes of managing changes in leadership within Christian universities. To ensure smooth transfers in leadership roles, Barton highlights the importance of clear succession planning models. The report underlines the need to identify internal talent, develop the next leaders, and maintain the company stable when the leadership transitions. Although it is focused on higher education, what can be learned can be translated to other industries, like the security solutions industry, where the integrity of operations relies on the continuity of leadership.

Harrison, P. & Robinson, M. (2024).

In succession planning, Harrison and Robinson (2024) examine how technology firms balance extrinsic factors such as employee training programs and competitive market forces and internal factors such as leadership culture and emotional intelligence. Their work brings to the fore the specific challenges of succession planning in high-tech firms like organizational that require adaptable leadership to keep pace with very evolving technology.

RESEARCH METHODOLOGY RESEARCH

Research is a methodical process of carrying, assaying, and interpreting information regarding a subject. exploration helps to identify trends, test suppositions, and give results grounded on data. Research discovers significant foreign and natural factors that have an effect on leadership changes in race planning, icing informed decision-timber.

Descriptive Research

Descriptive exploration design is a methodology For totally describing the characteristics of an individual, group, or situation. It aims to give a clear image of what's out there within a population or miracle without trying to explain why it's so. It focuses on carrying fact-grounded data using checks, interviews, compliances, and questionnaires. In discrepancy to experimental exploration, it neither change nor, manipulates any variables but rather gather data as its exists naturally.

Sampling Technique

This study uses **probability sampling** as its sampling method

Probability Sampling

The probability sampling technique provides every member of the population with a known, non-zero probability of selection. This technique reduces selection bias and allows results to be generalized by ensuring that the sample is representative of the population.

Simple Random Sampling

The method referred to as simple random sampling provides equal opportunity for each member of a population to be selected. The sample is bound to be representative, and bias is minimized. Research and surveys often utilize this approach, which often utilizes random number generators or lottery.

Sample Size

Sample size refers to the number of compliances that were employed for determining the estimations of a population. Sample size has been attained from population. Sample size for this study is calculated using airman study. Sample size of 201 and population is 420 was calculated using Morgan's table was set up to be suitable for this study.

RESEARCH TOOLS

Research tools are ways, styles, or software programs applied to collect, arrange, dissect, interpret, and present quantitative data. They help experimenters and judges in interpreting data, relating patterns, and making informed opinions on the basis of substantiation.

Table Showing The Training For Leadership Roles

RESPONSE	NO OF RESPONDENTS	PERCENTAGE
Yes	190	94.5%
No	11	5.5%
Total	201	100%

Findings

94.5% of respondent are Yes, 5.5% of respondent are No.

Inference

It is inferred that majority of the respondent are Yes.

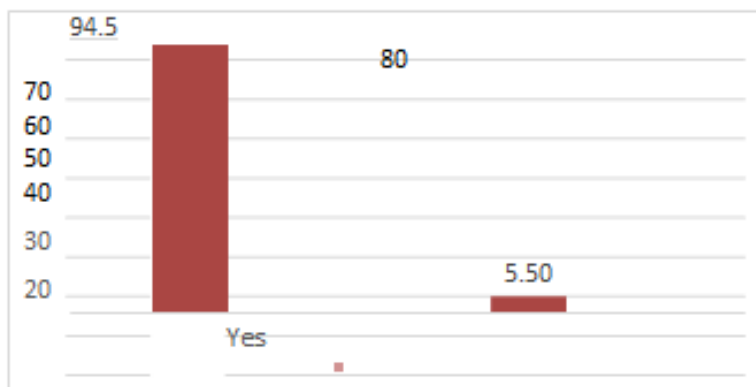


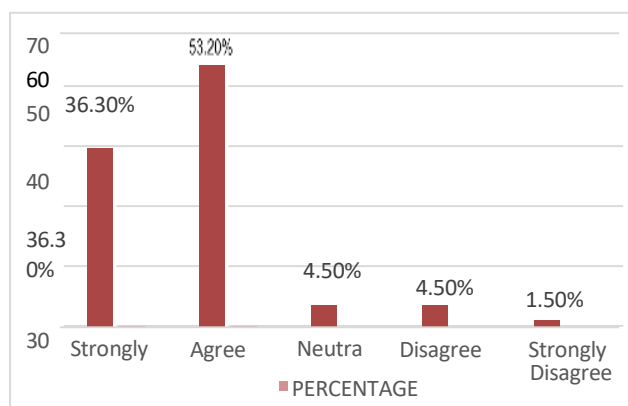
Chart Showing The Training For Leadership Roles

Table Showing The Management Identifieskeyroles

RESPONSE	NO OF RESPONDENTS	PERCENTAGE
Strongly agree	73	36.3%
Agree	107	53.2%
Neutral	9	4.5%
Disagree	9	4.5%
Strongly disagree	3	1.5%
Total	201	100%

Findings

36.3% of respondent are Strongly agree, 53.2% of respondent are agree, 4.5% of respondent are Neutral, 4.5% of respondent are Dis agree, 1.5% of respondent are Strongly disagree



Inference

It can be deduced that 53.2% of respondents agree.

Chart Showing The Management Identifieskeyroles

Mann-Whitney (U Test)

Null Hypothesis (H0)

The median response on the performance opportunity analysis, work arrangement support, management quality, and flexible work alternatives does not significantly differ between younger and older employees.

Alternative Hypothesis (H1)

There is considerable variation in the median responses to the examination of performance opportunities, work arrangement support, quality of supervision, and flexible work options between age groups of employees.

Ranks				
	gender	N	Mean Rank	Sum of Ranks
leadership	1	115	142.09	16340.00
	2	172	145.28	24988.00
	Total	287		
influence	1	115	138.63	10323.50
	2	172	147.59	25386.00

	leadership	influence
Mann-Whitney U	9670.00	9.272E3
Wilcoxon W	16340.000	1.594E4
Z	-.325	-.914
Asymp. Sig. (2-tailed)	.749	.361

A Grouping variable: Gender

Findings

The results of the Mann Whitney test show that succession and effectiveness alternative are statistically significant ($P(\text{sig}) > 0.05$). Therefore Null Hypothesis H_0 is accepted.

Inference

No marked difference in median response to retraining schemes and technical abilities between younger and older workers.

SUGGESTION

- The organisation to identify top talent based on performance metrics, peer ratings, and leadership feedback. Incorporate them into individualized development plans linked to organizational objectives.
- In HR department plan leadership development sessions that involve intrinsic motivators like autonomy, mastery, and purpose to create a strong internal talent pool for future leadership positions.
- The organization to implement financial wellness programs as part of succession plans to lower financial stress, which can impact negatively on leadership readiness and employee commitment.
- They need to identify competent workers with effective people skills and deploy them to mentoring positions in order to share know-how and to instill leadership thinking within the junior workers.
- The organization should focus on design clear communication schemes with built-in constant feedback, work progress tracking, and tangible career paths in place to improve employees' involvement and succession preparedness.

CONCLUSION

This study analyzed the impact of extrinsic factors (such as organizational support, career development opportunities, and training) and intrinsic factors (including employee motivation, awareness, and satisfaction) on succession planning at Necurity Solutions Pvt. Ltd. The findings indicate strong internal readiness, with employees demonstrating a high level of awareness and willingness to support succession efforts. The workforce is primarily full-time and relatively new, emphasizing the importance of nurturing early leadership potential. While overall employee satisfaction is very high, minor gaps in communication and inclusivity suggest a need for clearer explanation and dissemination of succession planning policies. With targeted improvements, the company is well-positioned to develop future leaders and implement succession in a structured and sustainable manner. Most employees have knowledge about succession planning programs, reflecting good communication and a clear understanding of career development initiatives. Having good organizational support for leadership development is seen by most employees as a key element in effective succession planning.

BIBLIOGRAPHY

- [1] Mahusain, M. A., Nair, S. K. K., & Francis, R.
- [2] S. (2024). Intrinsic and Extrinsic Factors Associated with Succession Planning and Management (SP&M) Process
- [3] Smith, J. L. (2024). The Role of Leadership Development Programs in Succession Planning:
- [4] Brown, K. P., & Taylor, M. S. (2024). Mentorship as a Dual-Influence Factor in Succession Planning.
- [5] Garcia, R. E. (2024). Assessing Employee Readiness for Leadership Roles: Intrinsic and Extrinsic Considerations.
- [6] Williams, S. T., & Johnson, H. R. (2024). The Impact of Organizational Culture on Succession Planning Effectiveness.
- [7] Davis, L. M. (2024). Balancing Intrinsic and Extrinsic Motivations in Talent Retention for Succession Planning.
- [8] Robinson, G. H., & Walker, L. (2024). Career Pathing as a Tool for Effective Succession Planning:

- [9] Morris, L. (2024). Technological Competency Development in Succession Planning:
- [10] Baker, P. (2024). Ethical Leadership and Its Role in Succession Planning:
- [11] Carter, S. (2024). Emotional Intelligence as an Intrinsic Factor in Leadership Succession
- [12] Mitchell, J. & Clark, S. (2024). Developing a Leadership Pipeline: Training and Succession Planning Strategies.
- [13] Parker, H., & Kim, J. (2024). Succession Planning in Digital Enterprises: The Role of Organizational Structure.
- [14] King, W. & Patel, S. (2024). Cultural and Environmental Factors in Leadership Succession Planning.
- [15] Barton, A. (2019). Preparing for leadership turnover in Christian higher education: Best practices in succession planning
- [16] Harrison, P. & Robinson, M. (2024). Leadership Succession in High-Tech Firms: Balancing Intrinsic and Extrinsic Factors.
- [17] Al-Thabit, A. S. N., & Al-Jumaili, O. I. O. (2024). The impact of succession planning strategy for security leaders in achieving professional professionalism
- [18] Young, S. & Davis, K. (2024). The Role of Communication in Succession Planning: Internal vs. External Factors.
- [19] Sumner, B. (2024, March 12). Succession planning: Essential for sustaining information security. Finosec.
- [20] Brennan, J. J., & Pollock, J. R. (2024). Succession planning for diversity, equity, and inclusion in corporate security leadership. Security Magazine