



The Mentor – Protégé Relationship for Professional Growth

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Abstract

The mentoring is an interdependent relationship between mentors - protégé pair who assist each other to meet mutual career objectives. The mentor assists the protégé to acquire the new knowledge, skills, , attitudes needed in the specific professional discipline or work environment to succeed. Likewise, the protégé actively seeks to acquire and apply the mentor's wisdom. The mentor also serves to encourage the protégé by encouraging, challenging, and inspiring. Mentoring relationships vary in their scope of influence. Mentoring is an important and effective adult learning way to get growth of personal development of employee. The younger generations can help the older generations to expand and grow towards current trends. A survey was conducted with 150 employees in IT sector. The type of research design that is used for the study is descriptive and stratified random sampling with various tools like percentage method, chi square and correlation. This study reveals that mentoring has encouraged the employee self-sufficiency, engaging ongoing conversation and intellectual support for organizational development.