

## A STUDY ON MENTORING AS AN OD INITIATIVE IN IT COMPANY, CHENNAI

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### ABSTRACT

*Mentoring is a developmental relationship between a more experienced individual (the mentor) and a less experienced partner (the mentee) for purposes of sharing technical information, institutional knowledge and insight with respect to a particular occupation, profession, organization or endeavor. Mentoring is the process of using especially selected and trained individuals to provide care and advice that will help to develop the careers of other employees who have been allocated to them. The employees are the proteges of the mentors because of the closeness that must exist between the mentor and whoever is allocated to him for the scheme to succeed. This paper focuses on mentoring in the workplace with particular reference to the academic setting; since mentoring can be applied to a variety of people, situations and purposes.*

**KEYWORDS:** Mentor, Workplace, Occupation, Employee