

Impact of Succession Planning on Organizational Performance

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Abstract: *This research delves deeper into how succession planning contributes to an organization's long-term success by ensuring a steady pipeline of capable leaders, fostering a culture of continuous talent development, and retaining valuable employees. By establishing clear pathways for leadership continuity, organizations can reduce disruptions during transitions, thereby maintaining operational stability. Furthermore, talent development through succession planning allows employees to acquire essential skills and competencies, enhancing their readiness to take on future leadership roles. Employee retention also plays a critical role, as well-supported succession planning tends to increase job satisfaction, loyalty, and motivation among employees. The data gathered through the structured questionnaire provides a comprehensive overview of these factors, illustrating the essential link between succession planning and organizational performance. This study, therefore, highlights that by investing in succession planning, organizations can not only secure their leadership future but also create a positive work environment that drives superior organizational outcomes.*

Keywords: Succession Planning, Organizational Performance, Leadership Continuity, Talent Development, Employee Retention