

Human Resource Development Climate (HRDC) in Nigerian Banks: General and Gender Perceptions

Authors : Akinyemi Benjamin

Abstract : This study investigates the prevailing HRDC Nigerian commercial banks as perceived by employees in general. The perceptual differences on the state of HRDC by gender category are also examined. Using Abraham and Rao's HRDC 38-item questionnaire, data from 310 respondents, with 303 valid responses, were entered into excel sheet and analysed to determine frequencies, mean scores, standard deviation and percentages for four variables: HRDC, general climate, HRD mechanism, and OCTAPAC culture. Results of analysis indicate that generally, employees perceive the overall HRDC and its three dimensions of general climate, HRD mechanism and OCTAPAC culture to be at an average or moderate level. The perceptions of both male and female subjects also indicate an average HRDC level although participants report slightly higher scores than their male subjects but these scores are still at an average level on all the dimensions of HRDC measured. The implications of this result for organizations in general and the banking industry in particular are discussed.

Keywords : HRDC, HRD mechanism, general climate, OCTAPAC culture, gender

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