

Effect of Training and Development on Employee Performance in the Banking Industry: A Case Study of Some Selected Banks within Bauchi Metropolis

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Abstract : Organization must move along with the employees, because organization should adapt itself to the changing environment. The paper examines the effect of training and development on employee performance. Training and development has an important role in improve the performance, skills and attitude of employee in an organization. Training and development will also help an employee to do his present job or to prepare him for a higher position with increased responsibilities. The paper analyses the employee performance towards training and development conducted in some selected banks within Bauchi metropolis. Review of related literature was done on, training, training objectives, methods and development and its method. A census survey was carried out using staff of GTB and Skye Banks Bauchi branch where a total of 40 questionnaires were administered personally by the researcher and there were 100% responses. Correlation analysis was adopted for the analysis of data collected. The study concludes that 95% of respondents agreed that training and development are vital for both employee and organizations performance. They also suggest that training and development should be made compulsory for all categories of employee in an organization. Training and Development programmes are necessary in any organization for improving the quality of work of the employee.

Keywords : training, development, employee, performance, banks

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