

IMPACT OF TRAINING AND DEVELOPMENT ON EMPLOYEE JOB SATISFACTION AT KARACHI PORT TRUST

By

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A thesis presented to the Department of Management Sciences, Bahria University Karachi Campus, in partial fulfillment of the requirements of the MBA degree



FALL, 2016

Bahria University Karachi Campus

Acknowledgement

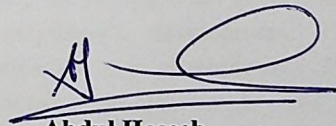
I am first of all thankful and obliged to Almighty Allah who gave me the wisdom, competence and strength to complete my research project and prepare a dissertation.

I am grateful to my respected supervisor and mentor Dr. Rafique Ahmed Khan and colleagues who helped me a lot throughout my research and preparation of this dissertation, by contributing resources, ideas and providing motivation for completing this huge task.

It will be unfair if I fail to register and recognize the support of all my fellows who help me in data collection and giving their views on this topic

I am thankful to my all family members for providing me support, comfort and cooperation required for completion of the research project.

Last but not the least; I would like to pay my special thanks to the officials of Management Sciences department for their support during the course of preparation of this dissertation.

A handwritten signature in blue ink, consisting of a stylized 'A' followed by a large, sweeping loop and a horizontal line underneath.

Abdul Haseeb

Author of Dissertation

Abstract

Purpose:

The purpose of this research was to find out the impact of training and development on Employees job satisfaction at Karachi Port Trust (KPT). Training and Development is considered an essential tool to motivate and develop employees.

Methodology:

Deductive approach was adopted wherein hypotheses were developed first followed by preparation of a research instrument i.e. a well-structured questionnaire. The research, being explanatory in nature, involved quantitative data collected through a questionnaire. The data were collect from a sample of 350 employees belonging to different departments of KPT. To analyze the data, Regression and Correlation tests were applied.

Findings:

The investigation and analysis results have revealed that there is significant relationship of training need analysis, training plans, training budgets, in house /On Job/External Training, Employee Development with job satisfaction at KPT. However, periodic review meetings during the appraisal cycle are a source of satisfaction among the employees as they are provided feedback for corrective measures.

Practical Implications:

The findings/results of this research are likely to help the management of KPT about need of training plans and budgets and also about employee's development. Training and development can improve the satisfaction and motivation level of employees. Due to which the turnover of employees will become low and they can retain their employees.

Keywords: Training need analysis, Training plans, Training Budgets, Employee Job Satisfaction, In house /On Job/External Training, Employee Development, Final Evaluation

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