

IMPACT OF TRAINING AND DEVELOPMENT PROGRAMS ON THE PERFORMANCE, CAREER DEVELOPMENT AND LONG TERM RETENTION OF TBOS OF MCB BANK

By

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APPROVAL FOR EXAMINATION

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Abstract

Purpose of the study-The aim of this study is to examine the impact of training and development on the TBOs (trainees) performance, career development and long term retention at MCB bank.

Research method/sampling- Quantitative data were collected via a structured questionnaire that consisted of five point Likert Scale. The type of sampling used is probability sampling, where 80 questionnaires were distributed to the TBOs (trainees) out of which 75 responses were received.

Findings of the research- The findings of the research suggested that there is a significant relation between T&D and the employee performance, career development and retention (considering others factors too). However, its impact is not that strong in the case of the performance, career development and retention of the TBOs of MCB bank. Furthermore the study also revealed that there are other hosts of factors that work altogether in the career development and employee retention. The HRM practices of MCB bank are not considered as efficient as it should be to put greater positive impact on the performance of its employees.

Practical implications of the research- The results and recommendations of this study can help the bank to revise its HRM practices and training programs.

Keywords: Training and development, TBOs, Trainees performance, Career Development, Long Term Retention, Trainees.