

IMPACT OF CAREER DEVELOPMENT ON EMPLOYEE SATISFACTION IN PAKISTANI BANKING SECTOR

By

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MBA Thesis

2nd Half-semester Progress Report & Thesis Approval

Supervisor-Student Meeting Record

No.	Date	Place of Meeting	Topic Discussed	Signature of Student
5	12-Jan-15	Supervisor's office	Developing theoretical frame work and hypothesis	Kulsoom
6	22-Jan-15	"	Development of questionnaire and data collection process / method.	Kulsoom
7	18-Feb-15	"	Review of data treatment, result interpretation and writing of conclusion & recommendations.	Kulsoom

APPROVAL FOR EXAMINATION

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I hereby certify that the above candidate's thesis has been completed to my satisfaction and, to my belief, its standard is appropriate for submission for examination. I have also conducted plagiarism test of this thesis using HEC prescribed software and found similarity index at 9% that is within the permissible limit set by the HEC for the MBA thesis. I have also found the thesis in a format recognized by the Department of Management Sciences.

Supervisor's Signature:  Date: 6-4-15

Name: DR. RAPIQUE AHMED KHAN

Head Of Department Signature: _____ Date: 6-4-15

Abstract

Purpose:

The purpose of this study was to identify the factors responsible for employee satisfaction and to investigate the comparative impact of those factors.

Methodology/sample:

For ascertaining views of employees from the selected banks, the data was collected with the help of a questionnaire. For better representation of each bank, a total of 200 respondents were chosen (50 from each bank).

Findings:

Pakistan's fastest growing sector is banking sector. With rapid expansion in the number of branches and the new functions assigned to them, banks are feeling a new pressure for developing the employee's abilities for their growth purpose. The findings of the research conclude that there is an effective employee job satisfaction level in banking sector of Pakistan. There is a weak positive relationship between career planning with employee job satisfaction. There is a strong positive relationship between training & development with employee satisfaction. There is a moderate positive relation of supervisory support and growth opportunity with employee job satisfaction.

Practical implications:

The results of the research will be helpful for the banking sector in better understanding their career development practices and managers can use this research to recognize and resolve the career development related challenges. The research also provides the literature for future researches. Managers can also use this to find their employees satisfaction level and resolve issues associated with it.

Key words: Career development, Employee satisfaction

Table of Contents

Title/Topic	Page No
2 nd Half-semester Progress Report & Thesis Approval	i
Declaration of Authentication	ii
List of Tables	iii
First Page of Plagiarism Test Report	iv
Acknowledgement	vi
Abstract	vii
Table of Contents	viii
Chapter 1: Introduction	1
1.1 Purpose of the research	1
1.2 Significance of Career Development	1
1.3 Significance of Employee Satisfaction	3
1.4 Research Objectives	4
1.5 Problem Statement	4
1.6 Research Questions	5
1.7 Scope of the Research	5
1.8 Limitations	5
Chapter 2: Literature Review	6
2.1 Career Development	6
2.2 Employee Satisfaction	8
2.3 Impact of Career Development Opportunities on Employee Satisfaction	9
2.4 Employee's Perspective of Career Development and Employee Satisfaction	11
2.5 Organization's Perspective of Career Development and Employee Satisfaction	12
2.6 Role of Supervisory Support on Employee Satisfaction	13
2.7 Theoretical Framework	14
2.8 Variables	14
2.9 Development of Hypothesis	15
Chapter 3 Research Methodology	16

Chapter – I

3.1 Type of research	16
3.2 Target Population	16
3.3 Sample Size	16
3.4 Sampling Technique	16
3.5 Research Instrument	17
3.6 Data Treatment	17
Chapter 4 Analysis (Result and Explanation)	18
4.1 Results and Explanation	18
4.2 Testing of Hypothesis	18
4.2.1 Testing of Hypothesis – I	18
4.2.2 Testing of Hypothesis – II	19
4.2.3 Testing of Hypothesis – III	19
4.2.4 Testing of Hypothesis – IV	20
Chapter 5: Discussion	21
Chapter 6: Conclusion, Recommendations and Suggestion	22
6.1 Conclusion	22
6.2: Recommendations	23
6.3 Suggestion for further research	23
References	24
Annex 'A'	26

1.1 Importance of Career Development

Career development is defined as a key component of a company's success and growth. It is the process of helping employees to understand their own strengths and weaknesses, and to develop a plan for their future. Career development is an ongoing process that helps employees to stay motivated and engaged in their work. It is a key factor in attracting and retaining top talent. Career development is an important part of a company's overall strategy. It helps to create a positive work environment and to increase employee productivity. Career development is a key factor in a company's success and growth. It is the process of helping employees to understand their own strengths and weaknesses, and to develop a plan for their future. Career development is an ongoing process that helps employees to stay motivated and engaged in their work. It is a key factor in attracting and retaining top talent. Career development is an important part of a company's overall strategy. It helps to create a positive work environment and to increase employee productivity. Career development is a key factor in a company's success and growth.