



**EMPLOYEE TRAINING & DEVELOPMENT  
PROGRAMS & JOB SATISFACTION LEVEL AT HABIB  
BANK LIMITED**

A Thesis submitted to Department of Management Sciences in  
partial fulfillment of the requirement for the MBA degree

**Student Name: SHAZIA RANA**

**Student ID: 7918**

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**Bahria University, Karachi Campus**

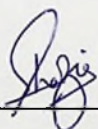
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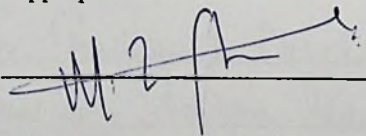
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**Abstract** – The main aim of my research is to examine the perceived progress of employees who have been recruited by Habib Bank Limited and to assess their expectations, career growth and corresponding job satisfaction level with the help of the analysis of employee training and development programs that has been offered at Habib Bank Limited.

**Design/methodology/approach** – In this paper questionnaire is designed and distributed to 150 employees of different branches of Habib Bank Limited with a response rate of 73.33 per cent (110 completed questionnaires). The SPSS tool is also used to analyze the data to get the overall responses and feedback from employees to assess their expectations and levels of job satisfaction with their bank and T-Test was applied and correlation was used to relate the significance of each construct variable.

**Findings** – Interesting findings emerged from the research that suggests that employees are less satisfied with their job while they are more satisfied with their Employee Training & Development Programs. From the sample, it emerged that Habib bank that employ these programs have employees who are satisfied with their training and development programs and they agree that these programs enhances career growth, improve abilities and decision making power.

**Practical implications** – A number of practical implications and recommendations of the study were identified, including the importance of monitoring employee expectations and satisfaction levels, the introduction of development plans in the short term, and providing a specific training for supervisors / managers of employees. To ensure that Development Programs play a positive role in ensuring the commitment of the organization of employees, to be developed and managed with care.

**Originality/value** – The paper offers insights into satisfaction levels and career growth regarding Training and Development Programs and with their jobs.

**Keywords**—Employee development, Career satisfaction, Education, Job satisfaction, Retention.

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CHAPTER # 01