



“Effect of Training and Development on the performance of the employees”

A Case Study on Silkbank

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

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
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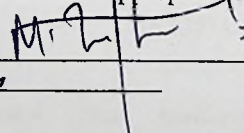
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submit bound copies of thesis titled:
Effect of training + Development on Employee performance
 in the management science department as part of fulfillment of
the MBA degree requirement.

Candidate Signature:  Date: 25-Sep-2014

Certificate of Supervisor

I M. Zubair Ali being the Supervisor of the above student, certify that the
research work of the student has been completed to my satisfaction and that the thesis is
in a format recognized by the department and is in accordance with the rules of the
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ABSTRACT

Purpose: The purpose of the research is to determine what training and development is and how its implementation affects the performance of the employees in the organizations. How important this concept is, what are the benefits earned by the organizations after this and for all this Silkbank is chosen from banking industry and 100 employees are chosen through systematic random sampling.

Methodology/sample: The study involved use of questionnaires filled by 100 key employees from Silkbank and interviews conducted of the selective employees. To analyze the data, MS office and correlation tests through SPSS were applied. The analysis of descriptive data is done by interpreting the responses in general words for the easy understanding.

Findings: After applying Pearson correlation method (Two-tailed test) to the data, it was learnt there was significant relation between training and development and employee performance. People related the training and development with employee motivation, work efficiency etc.

Practical implication: This report will help Silkbank to understand how people perceive training and development and its effects on their performance. It would also assist in improving Silkbank to attract and retain talented pool of employees after conducting the training needs analysis.