

IMPACT OF TRAINING AND DEVELOPMENT ON EMPLOYEE PERFORMANCE IN NEPALESE COMMERCIAL BANKS

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ABSTRACT

The main purpose of this research was to investigate the effects of training and development on employee performance in the commercial banks of Nepal. The study was of importance to the management of commercial banks in Nepal in understanding the successes and challenges of the training and development and its effect on employee performance. Primary data source is used. For the survey, 417 employees were randomly selected from all twenty seven commercial banks in Nepal who were given the self-composed questionnaires. The data analysis was conducted through the calculation of frequencies; mean, standard deviation, correlation and regression analysis. The findings were presented in tables and different models. The study showed that employees' performance is highly affected by the training programs assigned by the banks helping the employees to increase their competitiveness, skills and their overall performance; while the role of employee motivation on their performance is directly significant which helps the employees to strive for more recognition in the organization.

KEYWORDS: *Training and Development, Commercial Banks, Employee Performance, Training Programs, Nepal.*

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