

Practices and Problems of Human Resource Training and Development in South Ethiopia Private Banks: In Case of Wolaita Sodo

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Abstract

One of management's prime responsibilities is to develop organizations to meet the challenge of the future. The research undertaken sheds some light on employee training and development practices in the current Ethiopian and private banks. Thus, this study tries to assess the practice and problem of human resource training and development in private banks in the case of Wolaita city. The descriptive research design applied for the study. The study was also used both quantitative and qualitative research methods. The target population of the study was the staff of the Wolaita Sodo private banks whose educational preparations are diploma and above. For this study purposeful sampling is has employed to select the sample participants. Both primary and secondary data were instrumental as a source. The t-test was used to see the difference between the mean scores of the respondents. From the data obtained, it is concluded that the banks has well designed training and development program even though some easily adjusted weaknesses were observed. It is recommended that, investigation about the cause of employee turnover further and mitigates it as soon as possible in order not to lose its skilled and well educated professionals. The bank has to give serious attention and work hard to revise its incentive systems; and should strengthen its internal financial sources and compensate employees to minimize this problem.

Keywords: Training, Development, Human Resource, Human Resource Management, Private Banks

Introduction

Human Resource Development (HRD) is planned, continuous effort by management to improve employee competency levels and organizational performance through training, education, and development programs (Moody and Noe, 1990).

Training program is directed toward helping employees effectively perform their jobs after training, while developmental program helps the individual handle future responsibilities, with little concern for current job duties (Werther and Davis, 1996). Education, on the other hand, is learning experiences that improve overall competence in a specific direction (Scarpello and Ledvinka, 1988).

Either in public or private organizations "non managers are much more likely to be trained in the technical skills required for their current jobs, whereas managers frequently receive assistance in developing the skills required in future jobs-particularly conceptual and human relations skills" (Stoner et.al., 1996).

Organizations operate in a dynamic business environment. Markets, technological, personnel and other changes have far-reaching effects on companies and unless they are prepared and able to move with the times their competitiveness eroded and their opportunities for growth curtailed (Kenney, Donnelly and Reid, 1979).

Thus, one of management's prime responsibilities is to develop organizations to meet the challenge of the future. This responsibility exercised by assessing the resources and opportunities available, defining organizational objectives and efficiently managing resources allocated to meet these goals.

The rapid evolution of personnel management as a major business function is itself a direct result of the growing managerial concern for the more effective use and development of human resources. In developed countries training and development is a means to reduce obsolescence among people and organizations in the face of relentless technological innovation (Lynton and Pareek, 1973).

Organizations need to retain skilled worker through effective training and development if they are to survive and complete in the internal arena (Hartel et al, 2007). Moreover, as Swanson & Holton (2001) explained, human resource training and development is a process that has the potential of developing human expertise required to maintain and change organization.

Training and development can be initiated for a variety of reasons for an employee or group of employees and for the organization. According to Armstrong (2006), formal training is indeed only one of the ways of ensuring that learning takes place, but it can be justified when: the work requires skills that are best developed by formal instruction; different skills are required by a number of people, which have to be developed quickly to meet new demands and cannot be acquired by relying on experience; the tasks to be carried out are so specialized or complex that people are unlikely to master them on their own initiative at a reasonable speed; critical information must be imparted to employees to ensure they meet their responsibilities; a learning need

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Table of Contents Problems And Practices Of Development Banks

1. Understanding the eBook Problems And Practices Of Development Banks
 - The Rise of Digital Reading Problems And Practices Of Development Banks
 - Advantages of eBooks Over Traditional Books
2. Identifying Problems And Practices Of Development Banks
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Problems And Practices Of Development Banks
 - User-Friendly Interface
4. Exploring eBook Recommendations from Problems And Practices Of Development Banks
 - Personalized Recommendations
 - Problems And Practices Of Development Banks User Reviews and Ratings
 - Problems And Practices Of Development Banks and Bestseller Lists
5. Accessing Problems And Practices Of Development Banks Free and Paid eBooks
 - Problems And Practices Of Development Banks Public Domain eBooks
 - Problems And Practices Of Development Banks eBook Subscription Services
 - Problems And Practices Of Development Banks Budget-Friendly Options

6. Navigating Problems And Practices Of Development Banks eBook Formats
 - ePub, PDF, MOBI, and More
 - Problems And Practices Of Development Banks Compatibility with Devices
 - Problems And Practices Of Development Banks Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Problems And Practices Of Development Banks
 - Highlighting and Note-Taking Problems And Practices Of Development Banks
 - Interactive Elements Problems And Practices Of Development Banks
8. Staying Engaged with Problems And Practices Of Development Banks
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Problems And Practices Of Development Banks
9. Balancing eBooks and Physical Books Problems And Practices Of Development Banks
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Problems And Practices Of Development Banks
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Problems And Practices Of Development Banks
 - Setting Reading Goals Problems And Practices Of Development Banks
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Problems And Practices Of Development Banks
 - Fact-Checking eBook Content of Problems And Practices Of Development Banks
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements

- Interactive and Gamified eBooks

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