



A Comparative Analysis of Training and Development Programmes held at HDFC and SBI, Patna

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Abstract : *The present study was undertaken to investigate and compare the Training and Development programmes conducted at SBI and HDFC, Patna. The primary objective was to analyse the nature of training programmes conducted at the two banks, and the impact such programmes have on employee motivation and performance.*

Keywords : *Training and Development, motivation.*

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Introduction :

The project entitled “A comparative analysis of Training and Development programmes held at HDFC and SBI,” is aimed to figure out the impact of Training and Development programmes on the effectiveness and efficiency of the employees (V.S.P. Rao, 2010). SBI is a public sector bank while HDFC is a private sector bank. Training and Development in an organization offer competitive advantages by eliminating performance deficiencies and meeting future needs of the employees (Ashwathappa, 2007).

Objectives :

The objectives of the study are as follows:

- To assess the aims of Training and Development programmes held at HDFC and SBI.
- To evaluate the methods used for Training programmes.
- To understand the impact of Training upon the organization.
- To examine the effectiveness of Training and Development programmes conducted at HDFC and SBI.

Hypotheses of the Study :

The hypotheses of the study are as follows:-

- Training and Development programme held at SBI is superior as compared to HDFC.
- HDFC prefers to use modern methods of training as compared to SBI.
- Training helps to motivate and enhance the productivity of the employees.
- Training and Development programme inculcates a sense of confidence which helps face challenging situations and take decisions in favour of the organization.

Research Methodology :

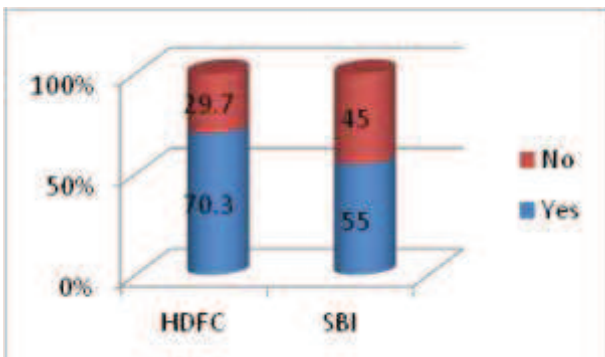
The research design is exploratory and descriptive in nature. It is exploratory because the study attempts to acquire new information for developing an insight into the training and development programmes conducted in both organizations. It is descriptive as it describes the prevailing state of affairs.

For the purpose of data collection, primary as well as secondary sources have been used. The sample size is 50 from each bank. A schedule was administered for collecting information.

Stratified Random Sampling was applied for getting representation from both the cadres of employees, 10 from the managerial cadre and 40 from among the employees (C.R. Kothari, 2013). Secondary data was gathered from the relevant books, in-house publications and websites related to the banks.

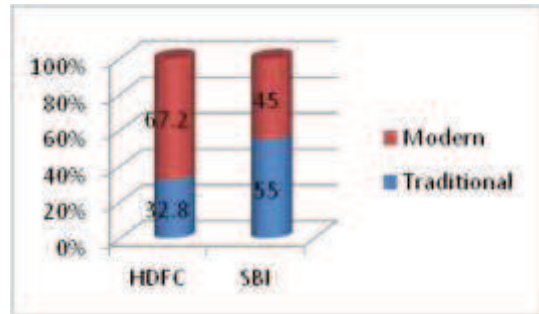
Findings of the Study :

Table 1. Effectiveness of the Training Programmes



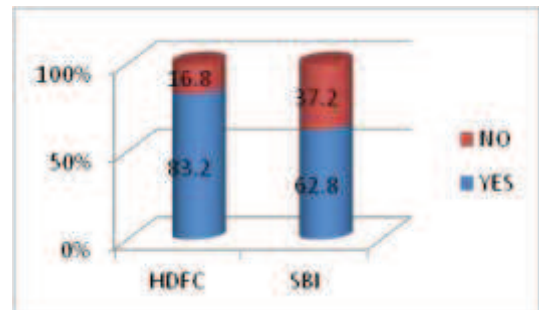
It was observed that most of the employees at both the banks were satisfied as far as effectiveness of the Training programmes is concerned. They believed that the organisation are providing sufficient opportunities to train their employees.

Table 2. Effectiveness of traditional/modern methods



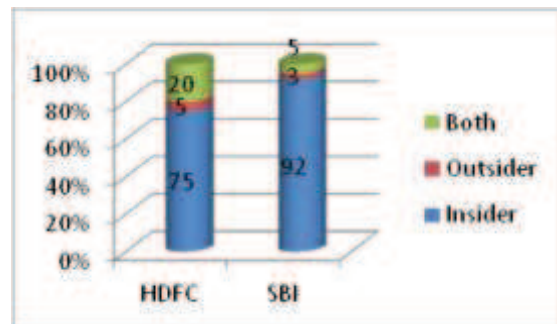
The analysis reveals that as compared to SBI, HDFC emphasizes more on using modern methods of training rather than traditional methods.

Table 3. Role of training in enhancing decision making skills



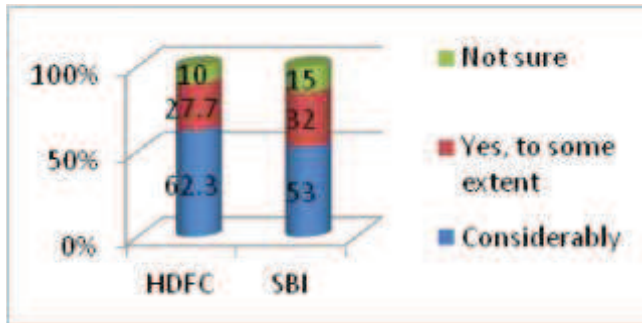
Employees from both banks opined that training has played a significant role in enhancing their decision making skills.

Table 4. People considered for imparting Training



We arrived at the conclusion that HDFC as well as SBI prefer insiders rather than outsiders to impart training.

Table 5. Enhancement in productivity after training



Most of the employees at both the banks believed that there was a considerable enhancement in productivity as a result of training.

Findings :

- Both the banks are particular about evaluating the effectiveness of their training programmes.
- HDFC emphasizes more on modern methods of training as compared to SBI.
- Training plays a decisive role in enhancing the decision making capabilities of the employees.
- Both banks, engaged insiders for imparting training.

Suggestions :

- SBI should consider using modern methods of training for enhancing the efficiency of its employees.
- Both the organizations should not completely depend upon insiders for training their employees. Outside trainers should also be considered.

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