



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

• Shelza Agarwal • Kritika • Samantha Galstaun
• Pallawi

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Corresponding Author : Pallawi

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.*

Shelza Agarwal

BBA III year, Session: 2012-2015,
Patna Women's College, Patna University, Patna,
Bihar, India

Kritika

BBA III year, Session: 2012-2015,
Patna Women's College, Patna University, Patna,
Bihar, India

Samantha Galstaun

BBA III year, Session: 2012-2015,
Patna Women's College, Patna University, Patna,
Bihar, India

Pallawi

Coordinator, Department of BBA,
Patna Women's College, Bailey Road,
Patna – 800 001, Bihar, India
E-mail : pallawi2007@yahoo.com

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.