

Effectiveness of Training and Development Programmes of Public Sector Bank Employees

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Abstract—*There have come about many changes in India, especially in the banking sector thanks to the new economic policy that was introduced during the early nineties. The emerging business profile of banks would include non-traditional areas like merchant banking, mutual funds, newer financial services, personal investment counselling, factoring, venture capital and possibly consultancy and research services. The banks are continuously making innovations in their operational fields and thus the profile of these banks will undergo major transformations. It calls for new knowledge, skills and attitudes and training systems will have to stand up to these challenges and it will definitely demand for changes in approaches to training. The new technology will transform the skill structure in banks.*

The present study is an attempt to evaluate and compare the training and development endeavours in the Public Sector Banks and New Generation Banks in India. The study finds that significant differences exist between the two categories of banks regarding the training provided to its employees. But the differences are related to only certain aspects and it is not universal. Based on the study it will be inapt to say that the training approach of a particular type of banks is significantly enhanced or shodder compared to the other.