An Empirical Study on Job Satisfaction and Job Delightedness of Employees with Proper Training and Development Needs Assessment in HDFC and SBOP Banks

Rohit Markan, RIMT-IMCT, Mandi Gobindgarh
Pushpinder Singh Gill, Punjabi University, Patiala

Abstract

Training is a development technique for human resources. Training is indeed, of a short duration while development goes on for lifetime. It is also contended that employee development deals with training, promotion, performance appraisal and transfer. It has been observed that if proper assessment of training and development needs of employees is done, it could lead to employee’s job satisfaction and job delightedness with regard to job/work and self development of themselves, knowledge up-gradation and skill improvement. The study concludes that training and development needs assessment is important in enriching the experience of managers, improving work environment, improving behavior and increasing respect, self discipline and courteousness among managers. With assessment employees starts taking work as a challenge, making them happy with regard to job. If assessment is done seriously, it indicates that organization is concerned for welfare of its employess. This study tries to find out different opinions of public and private sector managers with regard to their job satisfaction and personal development if proper training and development needs assessment is done before conducting the training and development programmes.