

**TRAINING AND DEVELOPMENT AND ITS EFFECT ON EMPLOYEE PERFORMANCE
IN NEPAL RASTRA BANK**

A Thesis

Submitted By

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CERTIFICATION OF AUTHORSHIP

I certify that the work in this thesis entitled “**Training and Development and Its Effect on Employee Performance in Nepal Rastra Bank**” has not previously been submitted for a degree nor has it been a part of requirements for a degree except as fully acknowledged within the text.

I also certify that the thesis has written by me under the supervision of Prof. Dr. Bal Krishna Shrestha. In addition, I certify that all information sources and literatures used are indicated in the reference section of the thesis.

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RECOMMENDATION LETTER

It is certified that thesis entitled **“Training and Development and Its Effect on Employee Performance in Nepal Rastra Bank”** submitted by Saraswati Bhattarai is an original piece of research work carried out by the candidate under my supervision. Literary presentation is satisfactory and the thesis is in a form suitable for publication. Work evinces the capacity of the candidate for the critical examination and independent judgment. Candidate has put in at least 60 days after registering the proposal. The thesis is forwarded for examination

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APPROVAL SHEET

We, the undersigned, have examined the thesis entitled **“Training and Development and Its Effect on Employee Performance in Nepal Rastra Bank”** presented by Saraswati Bhattarai, a candidate for the degree of Master of Business Studies (MBS Semester) and conducted the viva-voce examination of the candidate. We hereby certify that the thesis is worthy of acceptance.

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ABSTRACT

The major assets in the organization is the employee, they have a role to play towards an organizational success. The success of the organizational cannot be underestimating by the organizations. Because of this we need to care about their learning to increase the employee performance. This study aimed to investigate the effect of training and development on employee performance. The questionnaire was formed based on the empirical literature. This research engaged convenience sampling technique for selecting the respondents. The independent variable that has been use in this research is training plan, training design, training method and training evaluation. The dependent variable has been use in this research is employee performance which includes communication, employee commitment and time management. A quantitative research approach of the data collection was adopted using a Likert-Scale questionnaire including 18 questions was formed and the number of respondents is 100 employees at Nepal Rastra Bank. The research employed descriptive analysis, correlation analysis and regression analysis. This data was collected by this research and was analyzed by SPSS. The result shows that all independent variables have significant relationship on employee performance except training design with communication and time management. Future researchers are recommended to focused on other business sectors-and moreover explore the employee performance based on the training and development.

TABLE OF CONTENTS

CERTIFICATION OF AUTHORSHIP	ii
RECOMMENDATION LETTER.....	2i
APPROVAL SHEET	4
ACKNOWLEDGEMENT	5
TABLE OF CONTENTS	vi
LIST OF TABLES	9
LIST OF FIGURES	10
ABBREVIATIONS.....	11
ABSTRACT.....	6
CHAPTER – I: INTRODUCTION.....	Error! Bookmark not defined.
1.1 Background of the Study	Error! Bookmark not defined.
1.2 Statement of the Problem.....	Error! Bookmark not defined.
1.3 Purpose of the study.....	Error! Bookmark not defined.
1.4 Research Hypothesis.....	Error! Bookmark not defined.
1.5 Significance of the Study.....	Error! Bookmark not defined.
1.6 Limitation of the Study	Error! Bookmark not defined.
CHAPTER – II: LITERATURE REVIEW	Error! Bookmark not defined.
2.1 Conceptual Review	Error! Bookmark not defined.
2.1.1 Training and Development.....	Error! Bookmark not defined.
2.1.1.1 Dimension of Training and Development Program	Error! Bookmark not defined.
2.1.1.1.1 Training Plan	Error! Bookmark not defined.
2.1.1.1.2 Training Design.....	Error! Bookmark not defined.
2.1.1.1.3 Methods Of Training ..	Error! Bookmark not defined.
2.1.1.1.4 Training Evaluation....	Error! Bookmark not defined.
2.1.2 Employee Performance	Error! Bookmark not defined.
2.1.2.1 Dimension Of Qualitative Employee Performance	Error! Bookmark not defined.
2.1.2.1.1 Time Management.....	Error! Bookmark not defined.
2.1.2.1.2 Organizational Communication	Error! Bookmark not defined.
2.1.2.1.3 Employee Commitment	Error! Bookmark not defined.
2.2 Empirical Review.....	Error! Bookmark not defined.
2.2.1 Training and Development.....	Error! Bookmark not defined.
2.3 Conceptual Framework.....	Error! Bookmark not defined.

2.4 Research Gap **Error! Bookmark not defined.**

CHAPTER – III: RESEARCH METHODOLOGY... **Error! Bookmark not defined.**

3.1 Research Design..... **Error! Bookmark not defined.**

3.2 Population and Sample **Error! Bookmark not defined.**

3.3 Instruments..... **Error! Bookmark not defined.**

3.4 Research Analysis Plan..... **Error! Bookmark not defined.**

3.4.1 Descriptive Analysis..... **Error! Bookmark not defined.**

3.4.1.1 Mean or Average..... **Error! Bookmark not defined.**

3.4.1.2 Standard Deviation..... **Error! Bookmark not defined.**

3.5 Correlation Analysis **Error! Bookmark not defined.**

3.6 Regression Analysis..... **Error! Bookmark not defined.**

3.7 Reliability..... **Error! Bookmark not defined.**

CHAPTER - IV: RESULT..... **Error! Bookmark not defined.**

4.1 Respondent's Profile **Error! Bookmark not defined.**

4.1.1 Gender of the Respondents..... **Error! Bookmark not defined.**

4.1.2 Educational qualification of respondents . **Error! Bookmark not defined.**

4.1.3 Experience of Respondents **Error! Bookmark not defined.**

4.2 Descriptive Analysis **Error! Bookmark not defined.**

4.2.1 Training Plan **Error! Bookmark not defined.**

4.2.2 Training Design **Error! Bookmark not defined.**

4.2.3 Training Methods **Error! Bookmark not defined.**

4.2.4 Training Evaluation..... **Error! Bookmark not defined.**

4.2.5 Communication **Error! Bookmark not defined.**

4.2.6 Employee Commitment..... **Error! Bookmark not defined.**

4.2.7 Time Management..... **Error! Bookmark not defined.**

4.3 Inferential Analysis..... **Error! Bookmark not defined.**

4.3.1 Correlation **Error! Bookmark not defined.**

4.3.2 Regression analysis **Error! Bookmark not defined.**

4.4 Major Findings of the Study **Error! Bookmark not defined.**

4.5 Discussion **Error! Bookmark not defined.**

CHAPTER – V: SUMMARY AND CONCLUSION.. **Error! Bookmark not defined.**

5.1 Summary **Error! Bookmark not defined.**

5.2 Conclusion **Error! Bookmark not defined.**

5.3 Implication **Error! Bookmark not defined.**

REFERENCES

APPENDIX

LIST OF TABLES

	Page No.
Table 3.7.1 : Cronbach’s Alpha Coefficient	38
Table 4.1: Gender of the Respondents	40
Table 4.2: Education of the Respondents	41
Table 4.3 Experience of Respondents	42
Table 4.2.1: Training Plan	44
Table 4.2.2: Training Design	45
Table 4.2.3: Training Methods	46
Table 4.2.4: Training Evaluation	47
Table 4.2.5: Communication	48
Table 4.2.6: Employee Commitment	49
Table 4.2.7: Time Management	50
Table 4.3.1.1: Correlations analysis (N = 100 in all cases)	51
Table 4.3.1.2: Summary of Correlation and Hypothesis Testing	54
Table: 4.3.2.1: Regression Analysis – Model Summary	56

LIST OF FIGURES

	Page No.
Figure 4.1: Gender of the Respondents	40
Figure 4.2: Education of the Respondents	41
Figure 4.3: Experience of Respondents	42

ABBREVIATIONS

df	:	Degree of Freedom
Max	:	Maximum
Min	:	Minimum
NRB	:	Nepal Rastra Bank
SD	:	Standard Deviation
SPSS	:	Statistical Package for Social Science
TD	:	Training Design
TE	:	Training Evaluation
TM	:	Training Method
TP	:	Training Plan