

The Effect of Training on Employees Performance: in Selected Commercial Bank of Ethiopia in Dawro Zone

Mr. Getahun Shanko

National Kaohsiung University of Hospitality and Tourism, Taiwan

Abstract

In current era highly volatile business environment organizations are facing emerging challenges in form of acquisition and optimization of human resource. Being valuable and scarce capabilities, human resources are considered as a source of sustainable competitive advantage. The prosperity of an organization depends upon several factors but the most crucial factor that affects the organization performance is its employee. Human resources play an integral role in achieving an innovative and high-quality product/ accommodation. One major area of the Human Resource Management function of particular pertinence to the efficacious utilization of human resources is training and development. The consequentiality of training and development as a central role of management has long been apperceived. The one contribution a manager is uniquely expected to make is to give others vision and competency to perform. Training is compulsory to ascertain an adequate supply of staff that is technically and convivially competent and capable of vocation development into specialist departments or management positions. For any project to function efficaciously, it must have mazuma, materials, supplies, equipment, conceptions about the accommodations or products to offer to those who might use its outputs and conclusively and mostly people, which is the human resource, to run the project. In spite of the sizably voluminous number of researches on the relationship

between training and employee performance, there appears to be a gap, concerning the study of effect of training on employee performance. The purport of this study is to narrow this gap by deeply investigating this phenomenon through the pertinent literature, shedding more light into the relationship of training efficacy, and superior employee performance and providing suggestions to the organizations as how they can make best utilization of training programs to make their employees perform well on job. The majority of governmental, private organization and international organizations have allocated substantial magnitude of fund for training accommodation concretely which could accommodate for training distribution, but through all these conditions evaluating the effect of the training is not somehow quantified felicitously with the performance of the employees' concerned. When the researcher visually perceived the case in culled commercial bank of Ethiopia dawro zone, the bank prepares every year a training program for its employees. On average one employee gets two trainings every year. Adjacent to this the bank prepares a successor training for grade 10 employees, but these employees leaves the organization after taking the training, the training avails these employees to get incipient jobs. The main target of training is to fill the erudition gap of those employees which have cognizance gap. But what paramountcy does these training have to the employee and what effect it brings to the employees' performance in the organization is generally unknown and forgotten by the bank in general and the district in particular. All the above reasons lead me to assess the effects of training on employee performance - the case of culled Commercial bank of Ethiopia, Dawro zone.

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