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A STUDY OF EFFECTIVENESS OF EMPLOYEE'S DEVELOPMENT PROGRAMME WITH REFERENCE TO STATE BANK OF INDIA – WITH SPECIAL REFERENCE TO DIFFERENT BRANCHES OF MADHYA PRADESH

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ABSTRACT :

Hand is foundation gravestone and considered to be mortal capital in the association. The success or failure of the association depends on hand performance. Thus, associations are investing huge quantum of plutocrat on hand's development. This paper analyzes the human development programmes as well as its effect on employee's performance. State Bank of India, Madhya Pradesh Branches has a good association culture, excellent working terrain and a veritably precious asset that's largely devoted, hard working, well good knowledge pool. State Bank of India, Madhya Pradesh Branches has offered development programmes to its workers of all departments. However, experimenter find that hand's development programmes offered to workers are effective and serving the purpose, If experimenter take the over with view of the superintendent development program at State Bank of India, Madhya Pradesh Branches.

INTRODUCTION

Organization and existent should develop and progress contemporaneously for their survival and attainment of collective pretensions. So every ultramodern operation has to develop the association through mortal resource development. Hand development is the importantsub-system of mortal resource development. Hand development is the technical function and is one of the abecedarian operative functions for mortal coffers operation. operation development is a methodical process of growth and development by which the directors develop their capacities to manage. So it's the result of not only participation in the formal courses of instruction but also of factual job experience. It's concerned with perfecting the performance of the mangers by giving them openings for growth and development.

OBJECTS OF THE STUDY

1. To study how the development programs have been designed to achieve development needs in State Bank of India, Madhya Pradesh Branches.
2. To examine the effectiveness of development program on workers in perfecting their skills in State Bank of India, Madhya Pradesh Branches.
3. To offer suggestions grounded on the findings of the study.

RESEARCH METHODOLOGY

The methodology espoused for the collection of data was by the distribution of the Questionnaire conforming of different questions. The study concentrates on colorful parameters of the effectiveness of development programme at State Bank of India, Madhya Pradesh Branches.

SAMPLE SIZE

The sample size was limited to 200 for the check conducted in the study. Testing ways the slice fashion espoused for the purpose of the study is accessible slice. An accessible sample means opting particular units of the macrocosm to constitute a sample. Contact system contact with the hand was made through a structured Questionnaire. Exploration instrument questionnaire was used to conduct the check among 200 workers which includes unrestricted concluded questions.

STATISTICAL TOOLS FOR ANALYSIS

Statistical tools like tabulation, graphical representation, chance analysis used in the compendium and calculation of data.

Presentation

Different table enables quantitative comparison as well as provides a precise way to present the data in qualitative manner.

Parentage analysis

This helps to bring out an invariant study of the data. Chance is used in making comparison about two or further series of data. The following formula has been set out for better analysis.

Formula = Number of repliers / Total no. of repliers * 100

ANALYSIS AND RESULTS

In research, analysis refers to the process of examining and interpreting collected data to identify patterns, relationships, and trends, while results are the specific findings obtained from this analysis, presented in a clear and concise manner

Table 1. Satisfaction with the Development program modules

Response	No. of Respondents	Percentage
Satisfied	160	80
Moderately Satisfied	36	18
Not Satisfied	4	2
Total	200	100

Analysis:

The above table shows that, 80% of the respondents are satisfied with the development modules. 18% of the respondents are moderately satisfied with the development program modules and 2% of the respondents are not satisfied with the development program modules.

Table 2 Satisfaction with the duration of the development program

Response	No. of Respondents	Percentage
Satisfied	150	75
Moderately Satisfied	34	17
Not Satisfied	16	8
Total	200	100

Analysis:

The data reveals from the tables was that 75% of the respondents are satisfied with the duration of the development program. 17% of the respondents are moderately satisfied with the tenure of the development program and 8% of the respondents are not satisfied with the tenure of the development program.

Table 3 Satisfaction with the resource persons who conduct the development program

Response	No. of Respondents	Percentage
Satisfied	166	83
Moderately Satisfied	28	14
Not Satisfied	6	3
Total	200	100

Analysis:

The above table depicted that 83% of the respondents are satisfied with the guest lecture. 14% of the respondents are moderately satisfied with the resource person and 3% of the respondents are not satisfied with the resource person.

Table 4 Development program provide opportunity for the exchange of experience and information

Response	No. Respondents	Percentage
Yes	170	85
To some extent	24	12
Not at all	6	3
Total	200	100

Analysis:

The data released from the table was 85% of the respondents agree the development program provide opportunity for the exchange of experience and information. 12% of the respondents agree that to some extent the development program provide opportunity for the exchange of experience and information and 3 % of the respondents not at all agree that the development program provide opportunity for the exchange of experience and information.

Table 5 Content and topic covered within the scheduled timeframe

Response	No. Respondents	Percentage
Yes	182	91
To some extent	14	7

Not at all	4	2
Total	200	100

Analysis:

The above table indicated that 91% of the respondents agree that content and topics covered within the scheduled time frame. 7% of the respondents tell to some extent the content and topics covered time frame and 2% of the respondents tell not at all the content and topics covered within the scheduled time frame.

Table 6 Efficiency in job improved after the development program

Response	No. Respondents	Percentage
Yes	156	78
To some extent	24	12
Not at all	18	9
Can't Say	2	1
Total	200	100

Analysis:

The table shows that 78% of the respondents are agreeing there is efficiency in their job improved after the development program. 12% of the respondents are tells that to some extent there is efficiency in their job improvement after the development program and 9% of the respondents are tells that not at all there is efficiency in their job development after these program. While 1% of the respondents are tells that can't say there is efficiency in their job improvement after the development program.

Table 2 Development program imparted to gives job satisfaction to employee.

Response	No. of Respondents	Percentage
Agree	182	91
Partially Agree	16	8
Disagree	2	1
Total	200	100

Analysis:

The above table displayed that 91% of the respondents are agreeing that the development program imparted to gives their job satisfaction. 8% of the respondents are partially agreed that their job satisfaction and 1% of the respondents are disagreeing with the development program imparted to gives their job satisfaction.

Table 8 Development program help to reduce the difficulties during work

Response	No. of Respondents	Percentage
Yes	160	80
To some extent	20	10
Not at all	18	9
Can't say	2	1
Total	200	100

Analysis:

The data from above tables indicated that 80% of the respondents say yes for the development program helps to reduce the difficulties during work. 10% of the respondents say to some extent the development program helps to reduce the difficulties during work and 9% of the respondents say not at all on the other hand 1% of the respondents replied can't say.

Table 9 Improvement in after the development program

Response	No. of Respondents	Percentage
Yes	170	85
To some extent	26	13
Not at all	4	2
Can't say	0	0
Total	200	100

Analysis:

The information gathered from above table shows that 85% of the respondents agrees that there is improvement in their after the development program. 13% of the respondents say to some extent there is improvement in their after the development program and 2% of the respondents say not at all there is no improvement in their after the program.

CONCLUSION

A study on the effectiveness of employee development programs at State Bank of India (SBI) would likely examine how these programs impact employee performance, job satisfaction, and organizational success. Such a study would investigate the types of training offered, the methods used, and the perceived benefits by employees. The study might also explore the correlation between training and key performance indicators like productivity and employee engagement. State Bank of India, Madhya Pradesh different Branches has offered development programmes to its workers of all

departments. Since maturity of the workers are adoptable to changes and strive for tone- development. Scientific styles have to be espoused in assaying the development need and in evaluation of development programmes for better results. From the analysis of the data it can be concluded that the development programmes offered in State Bank of India, Madhya Pradesh different Branches are effective. Still the workers still feel the need for regular administrative development programmes, also suggested for development programmes for hand at least formerly in six months. Still, experimenter find that it's satisfactory, If experimenter take the over with view of the superintendent development program at State Bank of India, Madhya Pradesh different Branches.

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