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The Impact of Performance Evaluation, Orientation and In-House Training & Development on Employee Career Development of Executives of Banking Organizations in Galle District in Sri Lanka

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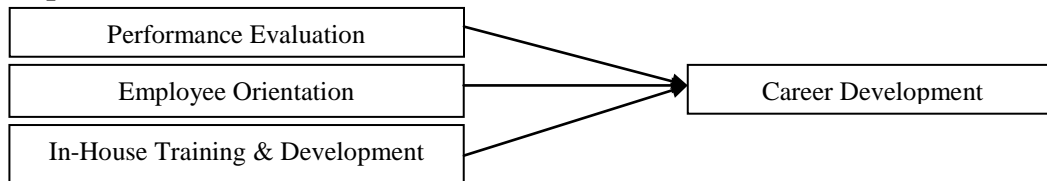
Area of the Study

As a significant determinant of career development of employee, this study is to discuss the impact of performance evaluation, orientation, and in-house training & development on career development of executive level employees in banking organizations.

Problem

Based on the empirical gap of the knowledge of HRM practices which affects the career development in the banking sector, this study is aimed to discuss the impact of performance evaluation, orientation, and in-house training & development on the career development of the executives in banking organizations in Gall District.

Conceptual Framework



Hypotheses

- H₁: There is a positive relationship between employee performance evaluation system and employee career development of executive level workers in the selected four banking organizations.
- H₂: There is positive relationship between in-house training & development and employee career development of executive level workers in the selected four banking organizations.
- H₃: There is a positive relationship between employee orientation and employee career development of executive level workers in the selected four banks.

Method

The data were collected from a randomly selected sample of 200 executive employees in the banking industry by administering a structured questionnaire, which consisted of 40 questions/statements with 5 points scale. The data analyses included the univariate, bivariate, and multivariate analyses.

Reliability

Table: 1 Results of Test – Retest

	Instrument	Test-retest Coefficient	Cronbach's Alpha
2	Career Development	0.870	0.857
3	Employee Performance Evaluation System	0.888	0.864
4	Employee Orientation	0.824	0.816
5	In House Training and Development	0.801	0.788

Data Analysis

Table 02: Descriptive Statistics

		PE	O	I-H T&D	CD
N	Valid	100	100	100	100
	Missing	0	0	0	0
Mean		2.0653	2.1000	2.1556	2.1997
Std. Error of Mean		.04623	.05967	.05190	.05007
Median		2.0001	2.0001	2.0710	2.2083
Mode		1.66	1.61	1.70	1.92 ^a
Std. Deviation		.49316	.59973	.51665	.50068
Variance		.243	.360	.267	.251
Skewness		.458	.520	.650	.860
Std. Error of Skewness		.241	.241	.241	1.241
Kurtosis		.147	-.560	.120	.911
Std. Error of Kurtosis		.478	.478	.478	4.780
Range		2.33	2.40	2.29	3.56
Minimum		1.17	1.20	1.43	1.46
Maximum		3.50	3.60	3.71	5.02
Sum		206.53	211.80	215.79	227.77

Table 03: Correlation Results

	Pearson Correlation	Sig. (1-tailed)
Performance Evaluation	.786	.000
Orientation	.620	.000
In-House Training & Development	.720	.000

Findings

1. There is a strong positive relationship between performance evaluation and career development of the executives in the banking sector.
2. There is an average positive relationship between orientation and career development of the executives in the banking sector.
3. There is a strong positive relationship between in-house training & development and career development of the executives in the banking sector.

Conclusion

It is concluded that there is a significant impact of performance evaluation, orientation, and in-house training & development on career development of executive employees. Therefore, organizations have to develop proper performance evaluation system, appropriate orientation programme and sufficient in-house training and development programme to develop career development of their workers.



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