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

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Abstract:

The purpose of this study was to investigate the effects of training on employee performance of selected Commercial Bank of Ethiopia in Dawro Zone. The main objective of training is to improve employee knowledge and the skills for their better performance. The performance is measured in terms of the improvement in motivation, efficiency and the Employee Job Satisfaction. Both primary and secondary data sources were used. Structured questionnaire was designed to collect the information from the respondents. The collected data were analyzed using descriptive statistics and multiple regressions. Regarding the frequency of training provided, many respondents, i.e., 139 out of 160 respondents avowed that they took training for one or two times. This may retard the effectiveness and motivation of employees of the organization. Regarding the methods implemented to deliver trainings, the company mostly used induction/orientation in which 25 percent (40 out of 160 respondents) affirmed that they took trainings through lecture. The findings on the Effect of Training on Employee Performance are generally significant.

Biography:

Dr. Getahun Shanko studied Business Management at Jimma University that graduated and received his PhD at the same university. He has published more than 350 research manuscripts in reputed journals, 8 books, 30 brochures and 60 patents of inventions. His research interests are Productivity Theory for Industrial Engineering and Theory of Gyroscopic Effects. Currently, he is a Professor of Jimma University, Jimma, Ethiopia.

Publication of speakers:

- Getahun, Shanko, et al; "Cyclic Sequence Comparison Using Dynamic Warping", International Conference on Image and Video Retrieval, (CIVR 2005), (also published in Lecture Notes in computer Science, Volume 3568).

- Getahun, Shanko, et al; Fato〇 Yarman-Vural, "Shape Similarity Measurement for Boundary Based Features", International Conference on Image Analysis and Recognition (ICIAR 2005), Toronto, Canada. (also published in Lecture Notes in computer Science Volume 3656, pp. 431-439).

- Getahun, Shanko, et al; "Shape Recognition With Generalized Beam Angle Statistics", International Symposium on Computer and Information Sciences, 2004 (also published in Lecture Notes in computer Science, Volume 3280, pp. 391-399).

- Getahun, Shanko, et al; "A Compact Shape descriptor based on the Beam Angle Statistics", International Conference on Image and Video Retrieval, (CIVR 2003), (also published in Lecture Notes in computer Science, Volume 2728 , pp.152-162).

- Getahun, Shanko, et al; "Optical Character Recognition Without Segmentation", International Conference Image Analysis and Processing, ICIAP'97, (also published in Lecture Notes on Computer Science, vol.1311, pp. 609-615).

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