

**IMPACT OF TRAINING AND DEVELOPMENT CLIMATE ON
SELF-ACTUALIZATION AND SELF BELONGING NEEDS OF
EXECUTIVE LEVEL OF EMPLOYEE; A COMPARATIVE
STUDY BETWEEN TWO STATE AND PRIVATE BANKS**



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ABSTRACT

This study investigated the impact of training and development climate on self-actualization and belonging needs of executive employee between two state and private bank. Hence the aim of this study was to analyze existing to identify level of training & development climate and self - actualization and self-belonging needs, to identify relationship between training & development climate and self -actualization and belonging needs and to determine how training & development climate impact on self - actualization and self-belonging needs of executive level employee in both private and state banks.

Structured questionnaire was used as the method of data collection and 100 executive employees in state and private banks. Researcher selected four banks name as Bank of Ceylon, People's Bank, DFCC Bank, and NDB Bank. Simple random sampling method used to make the sampling frame of the study. Quantitative research approach used for this study. The data were analyzed using descriptive statistics, correlation and regression analyses.

The results indicated that the high level of training & development climate, self - actualization and belonging needs of executive level employee in both private and state banks. Also result indicated there is a strong positive relationship between training & development climate and self –actualization, self-belonging needs. The result indicated that partially training & development climate impact on self - actualization and self-belonging needs of executive level employee in both private and state bank.

As a result of this study executive-level employees must learn new skills for the important tasks and banks must conduct training and development programmes to executive level employees for improve their job growth

Keywords: Training & Development Climate, Self – Actualization, Self-Belonging Needs

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