

**“A COMPARATIVE STUDY ON CAREER PATH OF  
MANAGERIAL STAFF BETWEEN STATE AND PRIVATE BANK  
IN BATTICALOA DISTRICT”**



**LILUXMY THAYALAN**

**DEPARTMENT OF MANAGEMENT  
FACULTY OF COMMERCE AND MANAGEMENT  
EASTERN UNIVERSITY, SRI LANKA**

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## Abstract

Career paths are the most likely progressions from position to position that employees might take. Full analysis of career paths includes outlining the factors indicating a person is ready to leave a given position and start the next and the developmental requirements of the first year in the new job

The banks are engaging in accepting deposits, provide credit facilities, leasing, advisory service, foreign exchange rate and online services. In Batticaloa District, State and Private Banks are functioning. The introduction and development of banking sector, in has significantly contributed the development of bank staff. So, if the banking sector needs to achieve their goals, bank wish to understand needs and wants of their staff and need to fulfill them.

Even though the State banks in Batticaloa district have been functioning for more than 50 years, the Private Banks have entered in to market after 90's. But the recently entered Private Banks have good relationship with their staff and provide many facilities than state bank. And also both banks have some different options about the career path of State and Privates. There fore, this research is conducted for studying about the differences of career path between State and Private Banks. The career path have evaluated based on five variables such as Education, Experience, Performance, Personal interest and Career development program.

The 50 questionnaire issued to each bank to collect the data from study population. The collected data have been presented by using SPSS package. This research is conducted for gaining better understanding of differences on career path exists in State and Private Banks. This study found moderate level of career path in both banks. But Private Banks have moderately higher than State banks. It is concluded that the career path has to be improved in both banking sector. In additions the study offers suggestions to banking managers to attend to the consideration on the variables which were in lower level to improve career path in future.

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