

**“APPLICATION OF COST EFFECTIVENESS AND
LEARNING, TRAINING AND DEVELOPMENT
METHODS IN COMMERCIALS BANKS IN
TRINOCMALEE DISTRICT”**



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Abstract

In today organization context cost effective learning, training and development methods are most important human resources management practices for preparing commercial banks to deal their competitive challenges. Many people view learning, training and development efforts an organization as a costly human resources function, yield some people consider it as an investment. In general bank also spending a lot of money annually for the purpose of learning, training and development of their staff.

In this context it is appropriate to study what extent commercial banks use cost effective learning, training and development methods for their staff development. There for study constructed its 1st objective as to identify level of usage of cost effective learning, training and development methods in commercial banks. 2nd objective as to identify the bank contribution in learning, training and development needs of the staff.

In order to achieve two objectives data were collected from 193 banks staff of 5 banks branches through questionnaire method. The collected data were analyzed by using univariate analysis.

The result of the study showed that the overall level of usage of cost effective learning, training and development methods in commercial banks trincomalee is in moderate level. Out of these 5 commercial banks, people's bank is in rank one, in use cost effective learning, training and development methods. Overall level of organizational contribution in learning, training and development is in moderate level in commercial bank in trincomalee. But the people's bank contribution in learning, training and development is in high level. While compare all commercial banks, people's bank uses superior cost effective learning, training and development methods and provide enhanced contribution in learning training and development methods.

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