

**THE ROLE OF TRAINING AND CAREER COUNSELLING ON
CAREER DEVELOPMENT OF EMPLOYEES IN COMMERCIAL
BANKS IN KEGALLE**



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ABSTRACT

Empirical knowledge gaps were identified in management literature in relation to the Role of Training and Career Counselling on Career Development. Because, little empirical research has examined the Role of Training and career Counselling on Career Development. Hence the purpose of this study was explain impact of the Training and Career Counselling on Career Development in selected Commercial Banks in Kegalle.

For this purpose, the data were collected through questionnaires from 144 employees in 11 Licensed Commercial Banks (LCBs) branches in Kegalle District. The research method was descriptive, Correlative and quantitative approach used. The random sampling method was used to make the sampling framework of the study. The data were analyzed by using Univariate and Bivariate analysis.

The results indicated that the levels of Training, Career Counselling and Career Development in selected Commercial banks in Kegalle were high level and the Training and Development and Career Counselling have significant relationship with Career Development. As well as, the Training and career counselling positively impact with Career development. The findings of the study very helpful to implications for managers and decision makers of banks.

Keywords: Training, Career Counselling, Career Development

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