

Employee development through self-development in three retail banks

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Elena P. Antonacopoulou (Manchester Business School, University of Manchester, Manchester, UK)

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Abstract

The employee development initiatives in three retail banks are the focus of this paper. The discussion draws on recent empirical findings to examine the motives and expectations that underpin employee development initiatives, and the underlying assumptions which shape how such initiatives are implemented in practice. The perspective of the organisation in relation to employee development is further enhanced with findings from the perspective of the individual employee. These findings show the impact of employee development initiatives on individuals' willingness to learn and take personal responsibility for their development. The analysis highlights the nature of the interaction between individual and organisational priorities within development and draws attention to some of the challenges that underpin employee development initiatives. The implications of these challenges for the way organisations design employee development initiatives in the future, and the way we think and research employee development are discussed at the end of the paper.

Keywords

Employee development Self-development Learning

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Employee development is a joint initiative of the employee as well as the employer to upgrade the existing skills and knowledge of an individual . It is of utmost importance for employees to keep themselves abreast with the latest developments in the industry to survive the fierce competition. Believe me, if you are not aware of what is happening around you, even before you realize you would be out of the game. As they say there is really no age limit for education. Upgrading knowledge is essential to live with the changes of time. Employee development goes a long way in training, sharpening t Training and development had positively correlated and claimed statistically significant relationship with employee performance and effectiveness. It is recommended that District Five Administration Office shall maintain providing employee training and development activities and ensure the participation of employees in planning, need or skill deficit identification and evaluation of training and development programs. Antonacopoulou, E.P. (2000) Employee Development through Self-Development in Three Retail Banks. *Personnel Review*, 29, 491-508. <http://dx.doi.org/10.1108/00483480010296294>. [24]. Malik, M.E., Ghafoor, M.M. and Naseer, S. (2011) Organizational Effectiveness: A Case Study of Telecommunication and Banking Sector of Pakistan. Employee development through self-development in three retail. banks. *Personnel Review*, 29(4). Pp. 491-508. Antonacopoulou, E. P., & FitzGerald, L. (1996). Self-development, managerial success and effectiveness: some empirical. evidence. *Management Learning*.

