



GUJARAT TECHNOLOGICAL UNIVERSITY

(Established by Government of Gujarat under Gujarat Act No. : 20 of 2007)

ગુજરાત ટેકનોલોજીકલ યુનિવર્સિટી

(ગુજરાત સરકારના ગુજરાત અધિનિયમ ક્રમાંક : ૨૦/૨૦૦૭ દ્વારા સ્થાપિત)

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Abstract of the Thesis



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Faculty: Management

Discipline/Branch: Management

Title of the Thesis: A Study on Impact of Training and Development on Motivation and Performance of Private Sector Bank Employees in Ahmedabad District

Abstract

Training and development has emerged as a critical strategic function in modern organizations, particularly in the banking sector where continuous skill enhancement, regulatory compliance, and service quality are essential for sustained performance. In private sector banks, employees must adapt to rapid technological changes and evolving customer expectations, making effective training practices indispensable. This study, titled "A Study on Impact of Training and Development on Motivation and Performance of Private Sector Bank Employees in Ahmedabad District," examines how training influences employee motivation, engagement, job satisfaction, and performance. The study adopts a quantitative research design and analyzes key constructs including Training and Development, Motivation, Employee Engagement, Job Satisfaction, and Employee Performance. Primary data were collected from 1,000 employees of selected private sector banks in Ahmedabad District using a structured questionnaire. The research evaluates both the direct and indirect effects of training on employee performance through psychological variables.

The findings reveal that training and development has a significant positive impact on employee performance. Employees exposed to structured and continuous training demonstrate improved efficiency, work quality, and task execution. Training also enhances motivation, engagement, and job satisfaction, indicating its role as both a skill development and psychological empowerment mechanism.



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Among these variables, employee engagement emerges as the most influential predictor of performance, followed by motivation and job satisfaction. The study further confirms that these factors mediate the relationship between training and performance. The results also indicate that training practices are largely consistent across gender and age groups, while variations in motivation and engagement are observed across education and income levels. The study contributes to existing literature by establishing an integrated framework linking training, psychological factors, and performance, and offers practical insights for designing effective and employee-centric training programs.

Keywords: Training and Development, Employee Motivation, Employee Engagement, Job Satisfaction, Employee Performance, Banking Sector, Organizational Performance

This PhD Thesis will help in

This PhD thesis will help in understanding the pivotal role of training and development in shaping employee motivation, engagement, job satisfaction, and performance in private sector banks, particularly in the context of Ahmedabad District. It will provide valuable insights for academicians, human resource managers, and banking institutions on designing effective training strategies, enhancing employee capabilities, improving engagement levels, and achieving higher performance outcomes. Furthermore, the research will contribute to theoretical development by establishing an integrated framework linking training with motivation, engagement, satisfaction, and performance, offering a validated model for future studies. Policymakers and industry stakeholders can also leverage the findings to strengthen workforce development practices, improve training effectiveness, and bridge the gap between traditional training approaches and modern performance-driven human resource strategies.

List of Publication(s):

1. Kalburgi, K., & Chavda, Virendra. (2022). Impact of training and development on employee performance in the private sector banks in Gujarat. *Towards Excellence: An Indexed, Refereed & Peer Reviewed Journal of Higher Education*, 14(1), 1613–1625.
2. Kalburgi, K., & Chavda, Virendra. (2022). An empirical study on the effect of training on employee motivation and performance in private sector banks of Gujarat. *Towards Excellence: An Indexed, Refereed & Peer Reviewed Journal of Higher Education*, 14(3), 1573–1585.

Ph.D. Programme

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❖ "1" Rank in Gujarat State Institutional Ratings Framework (GSIRF) 2019" ❖ "National Leadership Excellence Award 2019 in Technical Education" ❖ "India's Most Trusted State University 2019" ❖ "Outstanding University in West India 2019"

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