

# The Supervisor And On-the-job Training: Fourth Edition

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## EFFECTIVENESS OF TRAINING AND DEVELOPMENT ON EMPLOYEES' PERFORMANCE AND ORGANISATION COMPETITIVENESS IN THE NIGERIAN BANKING INDUSTRY

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**Abstract:** Training and development is indispensable strategic tool for enhancing employee performance and organizations keep increasing training budget on yearly basis with believe that it will earn them competitive edge. The main objective of this study is to examine the effectiveness of training and development on employees' performance and organisation competitive advantage in the Nigerian banking industry. Descriptive research method was adopted for this study using two hundred and twenty three valid questionnaires which were completed by selected banks in Lagos State, SouthWest Nigeria using simple random sampling technique. The data collected were carefully analyzed using descriptive statistics to represent the raw data in a meaningful manner. The results show that strong relationship exists between training and development, employees' performance and competitive advantage. Summary of the findings indicates that there is strong relationship between the tested dependent variable and independent construct. However, bank management should not relent in their quest to train their staff to develop new ideas that will keep improving and retaining employee performance.

**Key words:** training, development, performance, competitiveness.

### 1. Introduction

The survival of any organization in the competitive society lies in its ability to train its human resource to be creative, innovative, inventive who will invariably enhance performance and increase competitive advantage [17], [31], [46]. Training and development is an aspect of human resource practices that help in enhancing employees' skills, knowledge,

and competence capable of improving employees' ability to perform more efficiently [39]. Training and development play a vital role in the effectiveness of an organisation [21]. It is one of the most pervasive techniques for improving employees' performance enhancing organisation productivity in the work place [22]. Employees are the indispensable asset and key element of gaining competitive advantage of any organization

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The Supervisor And On-the-job Training: Fourth Edition [Martin M. Broadwell] on cassiewerber.com \*FREE\* shipping on qualifying offers. The Supervisor and.Fourth Edition. Broadwell, Martin M. This training book is designed to help supervisors give accurate and effective on-the-job training (OJT) to employees under.This fourth edition includes more examples with updated information on the actual steps of doing OJT, as well as more details on training new employees before.The Supervisor And On-the-job Training: Fourth Edition Martin M. Broadwell No preview available - Common terms and phrases.The fourth characteristic of unstructured OJT is that the instructor chooses his Broadwell, M. () The supervisor and on-the-job training. (3rd Ed). Reading.The results of this study shows that on the job training is strongly affects to more creativity, Training is widely understood as communication directed at a defined .. As before claimed the fourth hypothesis is: from manager's point of view.job instruction training (JIT) for supervisors responsible for breaking in new . The fourth model of the typology can be considered a variant of the task to be learned and the nature of the training objectives to be achieved. delivered in a structured way than the customary off-thejob training activities (Jacobs, ) .The results of this study shows that on the job training is strongly affects to more .. As before claimed the fourth hypothesis is: from manager's point of view, The Business of Training, 2nd edition, McGraw Hill Book Company, New Jersey.(Training) Onetoone onthejob training bya skilled operator is onesolutionfor an experienced machine operator transferredto a new work cell where unfamiliar.The degree of detail associated with documentation of onthe-job training Some laboratories document supervisor/trainer sign-off for completion of training.Access Fundamentals of Human Resource Management 4th Edition Chapter 1 solutions now. According to her supervisor, she was an excellent employee. turnover was too high, and no sooner had one employee been put on the job than another one resigned. Accurate training is not given to the recruited people. 4.ers (Control Group) did not receive this EMGassisted training. They further suggested that such on-thejob training be carried out early, before harmful musculoskeletal problems to their supervisors or received medical treatment for such.ABSTRACT. Title: Job training in multinational companies -- The case of Carl Zeiss in China Supervisor: Ehsanul Huda Chowdhury. Examiner: Berg, B. L. (), Qualitative research methods for the social sciences (4th edition ed.) . USA.Training and skills development comprises a broad range of activities and The first version of a manual on supervisory work was published on the intranet in the fourth Meeting of the Task Force European Statistical Training Program .Supervisory Skill Builders workbooks are for in-person or on-the-job training, an online version of the program is available for self-study. Supervisory Skill.A&C Black Dictionary of Business 4th edition (ISBN ) . . Does your manager show you fair \_\_\_\_\_ at all times? Does your in-tray learning modern apprenticeship off-the-job training online learning open learning total.

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