PERCEIVED RELATIONSHIP BETWEEN EMPLOYEE DEVELOPMENT PROGRAMMES AND ORGANISATIONAL COMMITMENT AT BARCLAYS BANK OF KENYA

Employee development programmes comprise of components like career counselling, mentoring, in-service training, job rotation, and promotion. The objective of the study was to determine the perceived relationship of employee development programmes on organizational commitment at the Barclays bank, Kenya. The study adopted a descriptive survey design of the effects of employee development programmes on organizational commitment among employees of Barclays bank, Kenya because it enabled the researcher to collect in-depth information about the population being studied. From the population of all BBK employees in Nairobi, study participants were selected using stratified random sampling according to the departments to ensure that all the departments were represented. A sample of 128 employees which represents 10% of the target population was used. In this study data was collected using a questionnaire designed in such a way that each question in the questionnaire addressed the objective. Data gathered from the questionnaire was analyzed using descriptive statistics. The study found that the affective commitment of the employees would be significantly improved through employee development programmes as it increased employee interaction and sharing of skills and knowledge thus impacting on the employee commitment. The study concluded that the top management supported the employee development programmes as the line managers encouraged employees to give their views on objectives and standards of employee development. The employee development programmes enhanced employee organisational commitment as employees were more committed to their job, there was increased social interaction between management and employees and employees’ technical skills were improved. The study recommends that the management of the bank should offer regular employee training to its human capital to equip them with modern skills executing their mandate to enhance their employee commitment and that the management of bank should review their policies guiding the implementation of employee development programmes and address the existing bottlenecks to increase employee organizational commitment.