

Section A:

Please answer the following question:

Do you intend to collect **secondary data ONLY** for your research?



Yes

☐ No

Title of project: A STUDY ON THE EFFECT OF TRAINING PROGRAMS ON THE PERFORMANCE OF EMPLOYEES IN THE BANKING SECTOR IN UAE.

Name of Student (Given name, Surname): Aysha Abdurahim

Email: 21432616@student.uv1.ac.uk

Name of supervisor: Dr. Sunayna Iqbal

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- Social learning theory: According to Albert Bandura, the theory's proposer, states that Direct reinforcement, cannot handle all types of learning. The term "direct enforcement" refers to training and development programs that are designed to improve a person's skills. According to this argument, such programs do not cover all forms of learning since some social characteristics are not teachable. Those elements are picked up by the learner from his or her environment. This sort of learning is known as observational learning, and it is connected to the awareness of various human activities. The setting should be very professional, and the environment should be set up in such a way that people (employees) may learn from it. Furthermore, the theory explains the mental states that are important in the learning process. "If a person's mental state is unfavorable toward any learning activity, he will not participate in that learning process, and even if he is forced to, he will not receive any benefit from it." In organizational training programs, the mental state about training and development programs can be improved by associating rewards and benefits with such programs, which will inspire employees and contribute to the development of a positive mental state.
- Experimental learning theory: The experiential learning hypothesis of C. Rogers distinguishes between experiencing and cognitive learning. According to Rogers, this type of learning caters to the desires and needs of the learner. Experience gives a person maturity and improves his or her learning abilities as well as knowledge. The trainee can conduct a self-evaluation exam as a result of his or her personal involvement, allowing them to comprehend the impact of learning on his or her attitude.
- Learning theory: Gagne's theory emphasized the development of intellectual skills. These are the kinds of abilities that are uncommon among people. In his theory, he proposed four learning kinds, each of which contains certain external and internal conditions. "The five categories of learning which Gagne defined in his theory include intellectual skills, verbal information, attitudes, cognitive strategies, and motor skills."

EMPERICAL STUDY ON LEARNING AND DEVELOPMENT:

Several researchers have done studies on the impact of training and development programs and the productivity of employees. Some of the empirical studies are as follows:

- Tannenbaum et al. (1991) Naval recruits who completed an 8-week program had higher levels of affective organizational commitment than before the course. Holton III (2001, 1994 research) discovered that the perceived usefulness of various employee development activities for new workers was associated to affective commitment in a significant way. Supervisor consultation and introduction programs, which are particularly difficult to develop, were rated influential. Saks (1995) discovered that newly employed entry level accountants' judgments of training quality and appropriateness were linked to affective organizational commitment. According to Bartlett (2001), perceived

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