

PDF - TRAINING TYPES AND THEIR IMPACT ON EMPLOYEE JOB SATISFACTION INVENTORY  
MANAGEMENT IN A MANUFACTURING ORGANIZATION - researchcub.info **ABSTRACT**

This study was conducted to determine the impact of Training types on employees' job satisfaction of First Bank Nig. Plc in Asaba metropolis of Delta State. The sources or data that constituted this research work were primary and secondary data. A structured likert scale questionnaire was the instrument adopted to generate respondents' views. The stratified sampling technique was also adopted in order to adequately generate information from respondents. The findings revealed that training types such as vestibule, on the job training, role modeling and other training methods are currently the strategic option service firms pursue so as to develop their organizational asset (human resource), it was concluded that training programs have a direct relationship with employees' job satisfaction in that their individual potentials are equipped and developed through training, it was therefore recommended that for First Bank Nig. Plc to maintain her competitive position in her designated industry, she has to consistently invest in her human resource (employees) in order to develop the internal resource capability when compared to that of rivals thus enhancing job satisfaction.

Key words: Training Types, Vestibule, on the job training and Employees Job Satisfaction

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## **CHAPTER ONE**

### **1.1 ...**

### **1.2 STATEMENT OF THE PROBLEM**

Many organizations are nonchalant toward the training and development of their employee

There is the problem of adequate funds put into employee training and development  
Some training programme are poorly planned, coordinated and organized, thereby reducing the chance of learning occurrence.

Sometimes training needs are not properly identified before employees are nominated for training and development

### **1.3 OBJECTIVES OF THE STUDY**

To find out the nature of relationship between training types and employee job satisfaction.

To determine if factors of vestibule training, on the job training, of the job training, job instruction, case study, lectures, seminars, conferences, workshop and discussion, role playing can predict employee job satisfaction.

#### **1.4 RESEARCH QUESTIONS**

What is the nature of relationship between training types and employee job satisfaction?

Do the factors of vestibule training, apprenticeship training, job rotation, on the job training, of the job training, playing role, job instruction and case study, does it predict employee job satisfaction?

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