

Master of Commerce (M.Com) Degree Programme-2003/04
University of Kelaniya, Sri Lanka

Career Development Vs Problems in
Personal Life
(Based on bank employees in Sri Lanka)

Thesis submitted in partial fulfillment of M.Com. Degree Programme

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ABSTRACT

This is an empirical study which was aimed to test the degree of impact of employees' personal problems associated with their personal factors when developing their career life. With the focus of narrowing down research subject, the sample population was restricted to bank employees of Sri Lanka especially being the author of this study is a practicing bank manager who is having extensive experience of carrying-out performance appraisals of bank employees.

This research was initiated on the common social opinion that employee personal problems have an adverse bearing on their success in career life. As any other formal research, this study was also formulated on pillars of accepted research methodologies. Accordingly, Chapter 1 was dedicated for the introduction of research problem & the study plan. Chapter 2 was dedicated for extensive review of literature published on subject & related areas. It was evident that studies done on employee problems were few & hence the author had to elaborate his own findings as well to build this research proposition. Chapter 3 & 4 were dedicated to explain the foundation of this study i.e. Conceptual model & application of same for analysis of research proposition. The research was based on Questionnaire method and data were analyzed in Chapter 5 by using statistical tools such as correlation, regression & hypotheses testing etc.

Results of this study were very interesting as all hypotheses tested for validity of research problem were rejected & the pre-study opinion of 'Personal problems/factors of employees are adversely affected to their Career Development' was not proved. Hence, findings of this research emphasize the need for carrying-out empirical studies especially to test & verify social opinions which are commonly prevailed as adverse.