



DESSERTAION

The impact of Job Rotation on Learning and Motivation of employees compared to Formal Training and Development programs in banking sector

Submitted by

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Abstract

Job rotation is a job design approach widely used by many companies at various hierarchical levels. By adopting the human structure of the company with technical processes, job rotation is the consequence of effort and determination. According to the past researches it has successfully applied this technique with the aim of improving workers performance (Kaymaz,2010). To reach this goal the first condition is to ensure that the job rotation practices generate the expected effect on employees' motivation and learning. From this angel, decreasing monotony, preparing the employees for management, defining the most effective job/position and increasing the level of knowledge and skills are the functions by which the said motivational and learning effect will be achieved.

A structured questionnaire was made to collect data. Random sampling method was used to select the employees of privet banking sector in western province. Therefore stepwise random sampling technique was used to locate the respondents and questionnaires were filled by them. In the first step a list of banks were developed which contained all the banks in privet sector in western province. Secondly randomly selected branches of each bank and minimum five employees from one branch were selected to send the questionnaire. Then 200 questionnaires were distributed among 200 employees via e-mail.

This study aimed to test the developed hypothesis expressed in four ways as the job rotation is positively impact on employee learning and employee motivation AND the employee training is positively impact on employee learning and motivation. Accordingly the objectives also set to measure the impact of job rotation on employees learning and motivation. In this context research results have been verified based on the hypothesis.

According to the testing results Job Rotation is impacting to enhance the motivation and the learning of the employees. The results from the study of on the job training scenario will impact absolutely to both organizational, primarily in the form of more highly skilled workforce and to the employee who experiences job and career satisfaction.

Key Words : Job Rotation, Employee training, Employee Development, Motivation, Employee Learning