



Human Resources Development in Nigerian Commercial Banks: an Empirical Investigation

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Abstract

Human resources development is one of the human resources management functions that are aimed at maximizing the return on the investments of all stakeholders in an organization. It is a combination of training and education that ensure continual improvement and growth of both individual and organization. The growth witnessed in banking sector particularly in the last decade has been attributed to many factors among which are the human resources available in the sector. The influx human resources into the banking sector from different disciplines and observed restrictions and tight schedules employees of Nigerian Banks have necessitated the need for appraisal of the human resources development situation in Nigerian Banks. Therefore, an attempt is made with this research to investigate the human resources development situation in the country, with a study of one-hundred employees of different Commercial Banks selected randomly in Abeokuta. Data was collected with a well structured questionnaire and analyzed using descriptive statistics. Hypothesis formulated were tested with t-test and the result shows that an average employee in Commercial Bank hardly has time for personal development effort.