



**JOB REDESIGN AND ITS IMPACT ON EMPLOYEE
CAREER DEVELOPMENT
PUBLIC BANK SECTOR IN SRI LANKA**

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ABSTRACT

An organization is driven and run by the people working there. So, human resources are most dynamic, potent and significant resource. Proper planning and management of human resource with in the banking industry is essential to increase the capabilities, motivation and overall effectiveness of employees. So, Banks are recommended as the most significant financial institutions across the globe known for their vivid contributions in the economies of countries. So, the purpose of this research is to find out the relationship between employee job redesign to career development of banking industry in Sri Lanka. To identify the relationship, there were three dimensions of job redesign were used as; job rotation, job enlargement, and job enrichment. Literature review comprised the basic theoretical aspects, concepts, models and empirical research findings related with the employee job redesign and career development. For the purpose of collecting primary data, survey method had used for the study. Survey was conducted by distributing the questionnaires among the respondents. The target population of the research was employees in eight public banks (four BOC/Peoples Bank/RDB & NSB bank) in Sri Lanka. For the purpose of selecting the sample from population, researcher has selected proportionate stratified random sampling method. Self-administered questionnaire was distributed among 100 employees in 20 branches of public banks in Sri Lanka. For the purpose of analysing data SPSS 16.0 version has used and data analysis was performed in three stages as; uni variate analysis, bivariate analysis and multivariate analysis. On the basis of the research findings can be concluded that employee perceived higher job redesign has a positive relationship with employee career development. The findings of the research confirmed that job redesign and employee career development has a significant relationship. According to the research findings researcher found that dimensions of job redesign significantly related with career development. However, according to the multiple regression analysis predictors used in the analysis; job rotation, job enrichment, and job enlargement have 71.4% ability to explain total variation in employee career development

Key words: Workforce, Redesign, Task dimensions, Reshuffling, Empowered, Numerous