
A STUDY ON TECHNOLOGICAL PROBLEMS AND THEIR IMPACT ON BANKING SECTOR

Nitheesh KB*¹

¹Department Of Management Studies M. Kumarasamy College Of Engineering, Karur, India.

DOI : <https://www.doi.org/10.56726/IRJMETS63662>

ABSTRACT

Technological problems are a significant challenge in today's rapidly evolving digital landscape. These issues range from technical malfunctions and cybersecurity risks to integration difficulties and ethical concerns. This study examines various technological problems, their causes, and their impact on individuals, businesses, and society. Through a comprehensive literature review and empirical research, the study identifies common technological issues and explores strategies to mitigate them. The findings highlight the importance of proactive approaches in addressing technological problems, emphasizing the need for organizations to invest in secure, compatible, and sustainable technology solutions.

I. INTRODUCTION

Technology has transformed every aspect of modern life, from communication and education to business and healthcare. However, along with its many benefits, technology also presents challenges and risks. Technological problems such as system malfunctions, cybersecurity threats, user errors, data management issues, and ethical concerns can disrupt operations, compromise data security, and cause significant financial losses. Addressing these problems is essential for maximizing the benefits of technology and minimizing its drawbacks. This study aims to explore the nature of technological problems, their causes, and potential solutions.

Objectives of the Study:

To identify common technological problems faced by individuals and organizations, to analyze the causes and effects of these technological issues, and to evaluate their impact on productivity, security, and user experience are the primary objectives of this study. To explore strategies and solutions for mitigating technological problems, and to provide recommendations for proactive approaches to prevent and manage these issues effectively are also key goals of the research.

II. REVIEW OF LITERATURE

1. The Importance of Employee Training and Development

Research highlights that training and development are critical for organizational success. Studies indicate that well-structured programs lead to improved job performance, higher employee satisfaction, and better adaptability to change.

2. Types of Training and Development Programs

Literature identifies various training methods, including on-the-job training, mentoring, workshops, and e-learning. Each method has unique advantages and is suited to different learning styles and organizational needs.

3. Training and Job Performance

Studies reveal a strong correlation between training and job performance. Employees who undergo regular skill development are more proficient and better equipped to handle job challenges, leading to improved productivity.

4. Impact on Employee Retention

Research shows that training and development positively influence employee retention. Companies that invest in employee growth often experience lower turnover rates, as employees are more likely to stay with an organization that supports their professional development.

5. Challenges in Implementing Training Programs

Literature identifies challenges such as budget constraints, lack of management support, and employee resistance to training. Studies suggest that organizations need to tailor training to meet specific needs and provide incentives to encourage participation.

6. Emerging Trends in Employee Development

Recent studies highlight trends like personalized learning, digital training platforms, and continuous development models. These trends reflect the shift towards flexible and adaptive training approaches that cater to individual needs and evolving industry standards.

III. RESEARCH METHODOLOGY

- 1. Research Design:** This study adopts a mixed-methods approach, using both quantitative and qualitative data to examine the impact of training and development on employees and organizations.
- 2. Data Collection:** Data were collected through surveys distributed to employees across various industries to gather information on their experiences with training programs. Additionally, interviews were conducted with HR professionals to gain insights into organizational perspectives on training and development.
- 3. Sample Size and Sampling Technique:** A random sample of 150 employees and 30 HR managers was selected to provide a comprehensive understanding of training effectiveness and program challenges.
- 4. Data Analysis:** Quantitative data from the surveys were analyzed using statistical methods to determine correlations between training, job satisfaction, and performance. Qualitative data from interviews were coded and analyzed thematically to capture key insights and opinions.

IV. RESULTS AND DISCUSSION

1. Training and Job Performance

The results indicate a positive relationship between training and job performance. Employees who participated in regular training reported higher levels of skill proficiency and confidence in their roles.

2. Employee Retention and Job Satisfaction

The study found that employees are more likely to stay with organizations that invest in their growth. Employees who reported satisfaction with training opportunities also expressed higher loyalty to their employers.

3. Effectiveness of Different Training Methods

Results show that on-the-job training and mentoring are particularly effective in skill enhancement, while digital learning platforms provide convenience and flexibility. A combination of methods was seen as beneficial for addressing various learning needs.

4. Challenges in Training Implementation

HR professionals cited budget limitations, lack of time, and employee reluctance as major challenges in executing effective training programs. These obstacles highlight the need for management support and customized training strategies.

5. Trends in Training and Development

The study observed a growing adoption of personalized and technology-driven training solutions, such as e-learning modules and continuous development models. These trends support more adaptive and accessible learning environments for employees.

V. CONCLUSION

Employee training and development are essential for maintaining a competitive, motivated, and skilled workforce. This study underscores the positive impact of structured training programs on job performance, employee retention, and overall organizational success. Effective training methods, such as on-the-job training and mentoring, cater to diverse learning needs and enhance employee satisfaction. However, challenges such as budget constraints and lack of engagement require careful planning and support from leadership. By investing in continuous and adaptive training programs, organizations can foster a culture of growth and ensure long-term success in a rapidly changing business environment.

VI. REFERENCE

- [1] <https://www.kvb.co.in/about-us/>
- [2] https://www.karurvysyabank.co.in/Careers/kvb_Careers.asp
- [3] <https://www.kvb.co.in/locate-us/branch/>
- [4] <https://kvb.co.in/interest-rates/>