

Human Recourse Development Proqrammes in Agriculture Development Bank Limited (ADSL) of Nepal A Survey

Dr. Chandra Dhungel and Santa Bahadur Tamang

CG Institute of Management, Kathmandu, Bagmati, Nepal
cdhungel001@gmail.com

Abstract

People need competencies that are basically concerned with their knowledge, attitudes, values and skills in order to perform their assigned tasks in the desired manner. Higher degree and quality of performance of tasks requires higher level of degree of skills. Without continuous development of competencies in people an organization is not likely to achieve its goals. Competent and motivated employees are essential for organizational survival, growth and excellence. Over a period of time, an organization may achieve a saturation point in terms of its growth.

It is the prove fact that no organization can grow today without giving priority to employee development has got no meaning without its proper strategy which we observe in the form of programme and policies. A strategy is a course of action plan ti the undertaken to achieve desired goals. ED is most needed in the country like Nepal for the development of service sectors particularly banking sector specially ADB which is working there as agriculture development agents and agencies and which has bear a greater impact on the economic development of Nepal, however agriculture and its development agency particularly bank has been lagging far behind. They need continuous competence development of their staff that has to act as agents of development. Development agents require a high degree of motivation and complex skill to deal with people particularly in rural Nepal and influence their attitudes, habits and behavior.

The Agricultural Development Bank of Nepal (ADBN) was established in 1968 with the aim of rural development through extending agriculture and rural credit. With the changing scenario of the world it has been incorporated as Agricultural Development Bank and under Company's Act 2053 with the enactment of Bank and financial institution Act (BAFIA), ADBN Act 1967 was repealed and the operation of ADBL is now governed by the BAFIA. At the same time as with its restrucing process, ADBL has established itself as a public limited bank with an A class operational license from Nepal Rastra Bank in Accordance with the provision of BAFIA. This new individuality provides the bank abundant opportunities to conduct full fledge banking activities. Moreover, the bank has broaden its range of credit services and provided all facilities to meet the entire banking need of the enterprises and the household purely based on the feasibility of the business enterprise and the repayment capability of the borrowers.

The present paper will focus on the various development programmes matter related to the ADBL of Nepal, opinion on the respondents on development measures and will advance some suggestions for better ways and means to improve the training and development programmes.