

Executive Summary

The Organization to be studied for my internship project is International Finance Investment and Commerce Bank Ltd (IFIC). Banking system of Bangladesh has gone through three phases of development- Nationalization, Privatization and lastly Financial Sector Reform. IFIC Bank Limited has started its journey as a private commercial bank in 1983.

I was appointed in IFIC Bank Ltd. At "Training and Research Division" as an intern; I got the opportunity to get a closer view to the services provided by IFIC Bank in Training and Research Division.

During the long span of its operation, the bank had been widely acclaimed by the business community from small business to industrial conglomerates for forward looking business outlook and innovative financial solutions. The bank is gaining popularity due to its improved service, reliability, product variety, versatility and flexibility.

Training and Development is a vital issue of Human Resource Management. By using Training and Development process any bank can improve their performance and also activity level. Employee can survive and they have the opportunity to overcome any obstacles.

The first chapter illustrates the Origin, Background, Rationality, Scope, Limitations, Methodology and Objectives. The basic objective of this report is to measure the Training and Development Practice of IFIC Bank in comparison with the other banks of Bangladesh.

The second chapter of this report provides a genetic idea about the profile of the IFIC Bank in Bangladesh region. In addition to this a brief description regarding diversified product of IFIC Bank, values and core principles of business are given.

The third chapter includes the HR policy and practice, activity of Human Resource Management, Components of HR policy, aims and objectives of HR department. of IFIC Bank Ltd. This chapter

also includes a study on the comparison of Training and Development policy and procedure among IFIC Bank Ltd and Islami Bank Bangladesh Ltd

The fourth chapter of this report includes how IFIC bank develop their human resource through training. This chapter also includes what types training and other facilities are given by the bank to increase the employee's knowledge and skills.

The fifth chapter includes various important information and comparative analysis regarding the Training and Development practice of IFIC Bank Ltd and Islami Bank Bangladesh Ltd. This analysis helps to understand the variation of Training and Development Practice of banking industry in Bangladesh. The result includes that the consistent performance of IFIC Training and Development Practice in the previous years as well as predicting better performance in the upcoming years. The comparative performance analysis of this chapter is focusing on the performance of IFIC Training and Development service compared to the other scheduled foreign nationalized banks and other private commercial banks in Bangladesh.

In the sixth chapter of this report the findings of the analysis states that the Training and Development Practice of IFIC Bank Ltd and Islami Bank Bangladesh Ltd are not technology based. This chapter of this report also detects some specific problems observing the Training and Development Practice of IFIC Bank Ltd and Islami Bank Bangladesh Ltd and also providing some recommendations in order to overcome the specified problems. If these banks take necessary steps to overcome the problems, the overall performance of IFIC Bank Ltd. and Other bank might improve further from the upcoming years.