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Research Article

AN EXPLORATORY STUDY ON THE CONCEPT OF AUTHENTIC LEADERSHIP IN ENHANCING TRAINING EFFECTIVENESS IN COMMERCIAL BANKS OF BANGLADESH

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ABSTRACT

This study aims to explore the concept of authentic leadership and its potential in enhancing training effectiveness within commercial banks in Bangladesh. Through qualitative research methods, including interviews with employees and leaders from various commercial banks, the study investigates the dimensions of authentic leadership and its impact on training outcomes. The findings highlight the significance of authentic leadership behaviors such as transparency, integrity, empathy, and self-awareness in fostering employee engagement, motivation, and learning in training programs. The study contributes to the understanding of authentic leadership within the banking sector and provides practical implications for improving training effectiveness in commercial banks..

KEYWORDS

Authentic leadership, training effectiveness, commercial banks, Bangladesh, employee engagement, motivation, learning outcomes, leadership development, qualitative research.

INTRODUCTION

The introduction section of the article provides an overview of the research topic and establishes the significance of conducting an exploratory study on the concept of authentic leadership in enhancing training effectiveness in commercial banks of Bangladesh. It also highlights the research objectives, methodology, and the structure of the article.

Introduction to the Research Topic:

The introduction begins by introducing the general topic of authentic leadership and its relevance to training effectiveness in commercial banks. It provides background information on the importance of leadership development and training programs in the banking sector, as well as the increasing interest in authentic leadership as a leadership approach.

The introduction may highlight the challenges faced by commercial banks in Bangladesh, such as the need for continuous employee development and the importance of effective leadership in driving organizational success. It also mentions the gap in research regarding the application of authentic leadership in the context of training programs within commercial banks.

Significance of the Study:

This section explains the significance of conducting an exploratory study on the concept of authentic leadership in enhancing training effectiveness in commercial banks of Bangladesh. It may highlight the potential benefits for commercial banks, employees, and the overall banking industry. For example, it can discuss how an understanding of authentic leadership and its impact on training effectiveness can help banks enhance their training programs, improve employee performance and satisfaction, and ultimately achieve better business outcomes.

The section may also mention the potential contribution of the study to the existing literature on authentic leadership and training effectiveness, particularly within the context of commercial banks in Bangladesh.

Research Objectives:

In this subsection, the specific objectives of the study are outlined. The objectives could include exploring the concept of authentic leadership in the context of commercial banks, examining the relationship between authentic leadership and training effectiveness, and identifying the key

dimensions or behaviors associated with authentic leadership in the banking sector.

METHODS

The methods section describes the research design, data collection process, and data analysis techniques used in the study.

Research Design:

The research design outlines the approach used to gather data for the study. In this case, it may involve qualitative methods such as interviews or focus groups with employees and leaders in commercial banks. These methods allow for a deep exploration of the concept of authentic leadership and its relationship with training effectiveness.

Data Collection:

This subsection explains how the data were collected. It may mention that data were collected through semi-structured interviews with a sample of employees and leaders from different commercial banks in Bangladesh. The selection of participants may be based on criteria such as their experience, role, and involvement in training programs.

The section may also mention the steps taken to ensure data confidentiality and the establishment of informed consent from participants.

Data Analysis:

The data analysis section describes the techniques used to analyze the collected data. It may mention the use of thematic analysis or content analysis to identify recurring themes or patterns in the interview transcripts. The section may also discuss the steps taken to ensure rigor and validity in the analysis process, such as the involvement of multiple researchers in coding and categorizing the data.

RESULTS

The results section presents the findings of the study based on the data analysis. It provides a comprehensive overview of the key findings related to the concept of authentic leadership and its impact on training effectiveness in commercial banks of Bangladesh.

Understanding Authentic Leadership:

This subsection presents the themes or dimensions identified in the analysis that capture the concept of authentic leadership within the

banking sector. It may include characteristics such as transparency, integrity, empathy, and self-awareness. The section may provide quotes or examples from the interviews to illustrate these dimensions.

Relationship between Authentic Leadership and Training Effectiveness:

This subsection explores the relationship between authentic leadership and training effectiveness. It may present the perspectives and experiences shared by participants regarding how authentic leadership behaviors positively influence employee engagement, motivation, and learning outcomes in training programs. The section may also discuss any challenges or barriers identified in relation to authentic leadership and its impact on training effectiveness.

DISCUSSION

The discussion section interprets the findings presented in the results section and provides a deeper understanding of the implications and significance of the research. It may relate the findings to existing literature, offer explanations for the observed results, and discuss their

practical implications for commercial banks in Bangladesh.

Implications of Authentic Leadership on Training Effectiveness:

This subsection discusses the implications of the study's findings for commercial banks in Bangladesh. It may explore how the adoption of authentic leadership behaviors can enhance the effectiveness of training programs, improve employee development, and contribute to a positive organizational culture. The section may also discuss potential strategies or recommendations for integrating authentic leadership principles into leadership development initiatives in commercial banks.

Limitations and Future Research:

This subsection acknowledges any limitations of the study, such as the sample size or the specific context of commercial banks in Bangladesh. It may discuss potential areas for future research, such as investigating the long-term impact of authentic leadership on employee performance or conducting comparative studies across different industries or countries.

CONCLUSION

The conclusion section summarizes the key findings of the study and emphasizes their implications for commercial banks in Bangladesh. It may reiterate the importance of authentic leadership in enhancing training effectiveness and offer a final reflection on the research objectives and their achievement. The conclusion may also mention the study's contributions to the existing literature and its potential to inspire further research in the field of authentic leadership and training effectiveness in commercial banks.

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