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THE ROLE OF MENTORING FUNCTIONS IN EMPLOYEES' CAREER GROWTH IN PAKISTAN'S BANKING SECTOR

Abstract:

The present study primarily investigated the role of mentoring for its effect on employee career growth. In this study descriptive research design was used and a quantitative research was conducted. The sample of this study was selected through non-probability convenience sampling. Data was collected with the help of a structured questionnaire. A total of 150 questionnaires were distributed to the employees of banking sector of Lahore, Pakistan. Moreover, research finding revealed that mentoring has a positive effect on employee career growth in the studied sector. Among the three mentoring functions, career functions play a vital role for providing career growth opportunities to the employees working in banks. Employee turnover intention could be reduced by providing mentoring to them. The current research also revealed that the role of mentoring program resulted significant increase in employees' job performance which consequently made them more committed and satisfied with their jobs.

In the light of current research findings, it is recommended that banks managers should know the important benefits of mentoring, as it has considerable effect on the career growth of employees.

Keywords:

Mentoring, Employee career growth, Career functions, Psychosocial functions, Turnover intention, Job satisfaction, Banking sector of Lahore, Pakistan

JEL Classification: M10, M10