

This research attempts to assess the impact of Capacity Building Interventions towards Employee Development in the G&A organizations of Pakistan on the basis of opinions of their Chief Executive Officers (CEOs).

A survey questionnaire was designed and pre-tested. The study was carried out by taking a sample of size 105 CEOs of G&A organizations located in five districts of Pakistan.

Results supported the CBIs-ED model by showing significant impact of Capacity Building Interventions on Employee Development. Several multiple regression models were used to refine and increase the accuracy of results of six explanatory variables of Capacity Building Interventions to confirm their relationship and impact on the response variable of Employee Development. Overall, the explanatory variable of Training in General explained the highest variation in the response variable of Employee Development followed by variables of Skills, Knowledge, ICT and Technical and Vocational Education. However, the variable of Transfer of Information explained very small variation in the dependent variable. In addition, ANOVA and Post Hoc analysis were carried out to analyze the opinions of CEOs to ascertain differences in CBIs implementations in relation to size and location of G&A organizations.

The result revealed that small G&A organizations were laggards vis-à-vis implementation of CBIs, whereas medium and large were having CBIs as they perceived them to be significant.