

Employee Training and Development : Is it important for Changing Employees' Performance with Special Reference to Non-Academic Staff in University of Kelaniya, Sri Lanka

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The most important asset of every organization under stiff and dynamic competition is its human capital. In that situation employee is a key element of any organization. Every organizations aims to succeed through the employee performance. Hence organizations are investing a huge amount of money on employee development and expect changes in employee performance. Training is the most suitable method to improve employee efficiency. Training increases efficiency and effectiveness of both employees and the organizations. Many Organizations meet their needs for training in an ad hoc and haphazard way while others set about identifying their training needs and wants, then design training activities and programmes in a rational manner and finally assess the results of training. The employee behavior depends on various factors. Hence, this study is filling the gap in the area of training and its impact on employee performance. The main objective of this study is to identify the effectiveness of training programme on changing employees' performance among non-academic staff in University of Kelaniya. The data was collected through questionnaire in non-academic employees of university who recently participated training programme by using non-probability sampling method. This study found, the effectiveness of training programmes are positively correlated with employee performance. Further the effectiveness of training programmes is positively correlated in two dimensions; these are skill and attitudes. But it does not have any impact on knowledge of employee.

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