

The Impact of Formal and Informal Mentoring on Employee's Job Performance: A Study of Executive Level Employee in Hand and Arm Protection Solution Manufacturing Industry in Sri Lanka

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Mentoring is one of the human resource development strategies that used mutual desire for development towards career goals and objectives. It is a long-term process that is developmental, career-focused and covers all life structures, mainly, to the identification and development of potential for the whole person. The mentoring process can be taken place formal or informal. This research is an attempt to identify the combined effect of formal and informal mentoring on employee job performance with special reference of hand and arm protection solution manufacturing industry in Sri Lanka. The sample of the study was randomly selected 80 executive employees. Data analyzed by using Descriptive statistics, correlation analysis and simple linear regression with the support of SPSS 23 version. The structured questionnaire was administered to gather information. The statistical results showed that there is a strong positive significant relationship between formal and informal mentoring with employee job performance.

Keywords: Job Performance, Mentoring, Formal Mentoring, Informal Mentoring

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