

Impact of Training and Development on Job Performance of Public Sector Commercial Banks in Uva Province Sri Lanka

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Abstract

The objective of this study is to determine the impact of Training and Development on Employee Job Performance of public sector commercial banks in Sri Lanka. There is a lack of sufficient empirical evidence regarding the impact of training and development on employee job performance of staff assistants in commercial banks in Sri Lanka which has created a gap for this study. Therefore, this study contributes to bridge this gap. The study was guided by three research objectives.

Data has been collected through secondary and primary sources and the questionnaire consists of various questions relevant to the current training and development and their success. The study population was staff assistants who were employed at public sector commercial banks in Sri Lanka, with special reference with Monaragala district. The sample of 200 staff assistants have been selected based on convenient sampling technique. There were two variable Training and Development (Independent) and performance (Dependent) and there were three dimensions such as reaction, learning and behavior.

Key words: *Training, development, job performance*