

The Impact of The Perceived Usefulness of Training and Development Practices on Organizational Citizenship Behaviour in a Leading Tire Manufacturing Company in Sri Lanka

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The success of any organization, anywhere in the globe, is greatly influenced by organizational citizenship behaviour. Employees are conscious of the demands made of them at work. Almost all workers will complete their responsibilities in a way that benefits the business and management. Additionally, they will refrain from bad actions. Organizational citizenship refers to the practice or action of employees going beyond what is expected of them. Most HRM practices have a direct impact on OCB when it comes to HRM and OCB. Among these, organizational training and development methods have a significant impact on OCB. Based on that this study investigates the impact of the perceived usefulness of training and development practices on organization citizenship behaviour. This study was carried out as a cross sectional study among a sample of 130 executive level employees from a leading tire manufacturing company in Sri Lanka. A simple random sampling technique was used to select the sample, and primary data were collected using a standard questionnaire. Descriptive statistics, inferential statistics, regression and correlation analysis were analyzed using Statistical Package for Social Sciences (SPSS). Results show that training and development practices have a positive effect on the organization citizenship behaviour. Besides, results indicated that a significant positive relationship between training & development practices and organization citizenship behaviour. The findings of the study are expected to be more significant, especially for executive level employees and managers who are implementing training and development practices in the manufacturing sector. Conducting the subsequent studies is recommended in different organizations in different industries with different categories of employees with a larger sample for adding more insights to the substance of the present study.

Keywords: *Perceived usefulness, Training and Development practices, Organizational citizenship behaviour*

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