

## **The Impact of training and development on employee productivity in garment industry in Sri Lanka: with reference to T & S Buttons Lanka Pvt. Ltd**

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Recruiting and selecting high potential employees doesn't guarantee that they will perform effectively. For one thing, people who don't know what to do or how to do it can not perform effectively even if they want to. Therefore it is important to ensure that employees know what to do and how to do their jobs in an organization. In Sri Lanka most of the organizations do not give proper orientation and training for their employees. In garment industry also there is lack of training opportunities providing especially in operational levels. Hence it is worthwhile to study the problem of "The Impact of Training and Development on Employee Productivity in Garment Industry in Sri Lanka" in a broader sense.

The primary objective of the paper is to identifying the training and development methods practice in Sri Lanka and its impact on organizational productivity in garment industry. As specific objectives of this research it identified and measured the relationship between training and development and its impact on organizational productivity and also identified the employee perception towards training and development opportunities provided by the organizations.

The study was based on secondary and primary data. Primary data was collected through the methods of representative survey and depth interviews. For this purpose a structured questionnaire was used as well as interview guides with the sample of 200 respondents including management as well as non managerial levels through the stratified sampling technique. The central tendency measures, correlation and multiple regressions were applied through SPSS to test the validity of formulated hypothesis.

Research findings showed that there is a strong positive relationship between the training and development and organizational productivity.

**Key words:** Training and development, Productivity, Garment industry, Perception, Managerial and non managerial

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