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Effectiveness of Training & Development in Garment Industries in Sri Lanka

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Abstract

The research provides an insight about Training and Development of apparel sector; with special focus on work-study departments; in Sri Lanka. The effectiveness of trainings enhances employee performance and subsequently the organizational growth. This study is an attempt to discover the relationship between selected factors; work-study department employees' self efficacy, supervisor support, continuous learning culture, transfer of training; and training effectiveness in work-study department employees.

The research is based on a rigorous literature review, focused on identification of factors affecting transfer of training, training effectiveness. Deductive method was applied for the research. Primary data collection method was a questionnaire, specifically designed and tested for the logical validity & reliability. One hundred and twenty four filled questionnaires were considered for the analysis. Pearson's co-efficient of correlation method and multi linear regression analysis methods were used to analyze data.

Training effectiveness depend on transfer of training and supervisor support. Training effectiveness can be measured not only by result, but also by reaction, learning and behavior of the trainee.

The research model is based on the assumption that transfer of training, self-efficacy, supervisor support, continuous learning culture, work environment, training design and trainee characteristics are the most relevant variables influencing training effectiveness of work-study sector in garment industry in Sri Lanka. The study is limited to the export oriented, BOI registered companies.

The results are used for effectiveness of future trainings. Output of training can be measured using four steps: reaction, learning, behavior and result. Transfer of training and supervisor support should be improved in order to enhance training effectiveness in work-study department's employees.

This is the first study in its class on work-study sector in garment industry in Sri Lanka. This enhances the opportunity to understand the importance of transfer of training to enhance the training effectiveness of apparel sector work-study departments. This will help managers and executives better evaluate the training requirements and budgets required.

Keywords –Transfer of training, Training effectiveness, self-efficacy, supervisor support, continuous learning culture, work environment, training design, trainee characteristics, Training and development.